

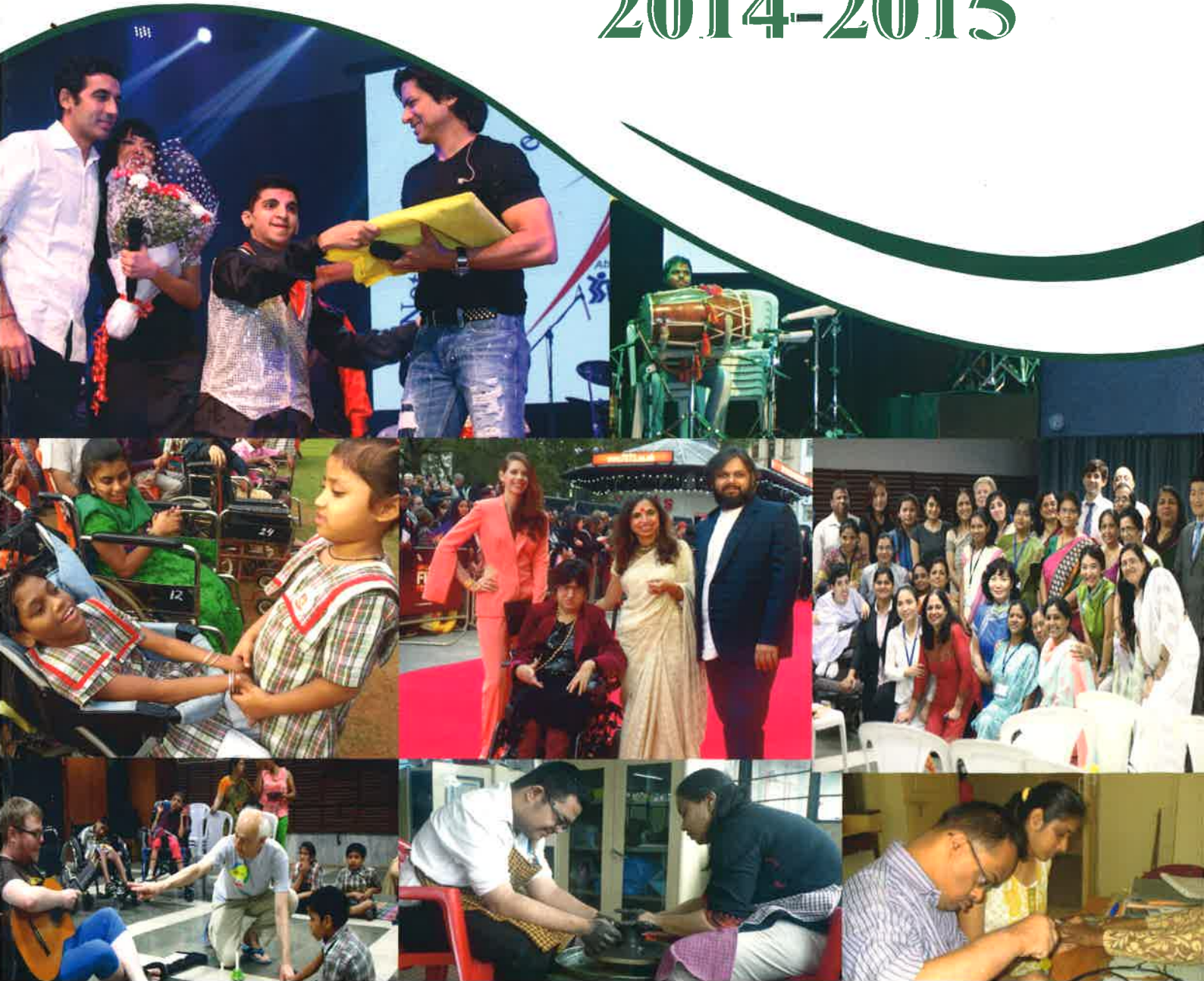


Nothing for the disabled without the disabled

Kdapt
Aim: Disabled All People Together

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

Annual Report 2014-2015



Annual Show 2014-2015



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



Dear Friends and Well Wishers,

It has been another excellent year for us.

The services ensured that a high standard of quality is maintained. Heads of Department continue to undertake periodic reviews and maintaining records and reporting to me as Director Operations. The services have now expanded hugely. These include The Centre for Inclusion Resource Support at the Head Office in Colaba, The National and Asian Resource Centre for Inclusion in Bandra, The Community Services in Dharavi, The Mithu Alur Foundation in Pelhar, The Vocational Centre known as The Skills Development Centre in Chembur. Housed within the Services are Departments (to name a few) dealing with Training and Pedagogy, Research, Library, ADAPT Rights Group dealing with Advocacy and Accessibility, The Community Initiatives in Inclusion dealing with students coming from 12 different countries from January to April which we run together with the Womens' Council UK, Finance, Administration and I.T., etc. Details of their activities are outlined in this Annual Report.

A strong support from corporate houses have also ensured continuance of services rendered. Unfortunately the CSR policy of corporates do not include. Our main aim is to facilitate corporates to position disability issues within their CSR policies.

I have received continuous support from our Trustees and Governing Body in all the projects and programmes and I thank them for their concern for the poor and powerless in the country and for giving of their time generously. I have had very good support from Shri Kamal Bakshi, Mr Sathi Alur and Professor Sitanshu Mehta who have been behind us at every stage and who have worked relentlessly behind this movement and overseeing the larger framework in many ways.

I appreciate the help we received from the Members of the Institutional Review Board. I would like to specially thank Dr Samiran Nundy, Chairperson of the Institutional Review Board, and Dr Farokh Udawadia for their valuable suggestions for the research study, and their help in making our approach and services even more professional.

We have a group of dedicated, committed people who have a passion for the job and who have worked relentlessly and selflessly to bring about social change towards disabled people in the country.

I take this opportunity to thank all our well-wishers, donors, and corporates for their support.

Most importantly, I thank my volunteers, parents, disabled activities, colleagues, each and every one of them, who have supported with earnest diligence, sincere passion, and commitment making this journey a truly meaningful one.

The journey has to continue... Be of service... the odds do not matter... Make the commitment to move forward no matter what challenges or difficulties you may encounter... to empower and better the lives of disabled people and make them politically empowered and visible.

With grateful appreciation to each and everyone of you.

Mithu Alur

Dr. Mithu Alur
Founder Chairperson
ADAPT

Vice Chairperson's Message

BEYOND THE STARS



There was a time when Mithu ji, Meeta ji and others went around briefing political leaders, civil servants, journalists and other decision- and-opinion-makers about the fine difference between “Spastics” and “Plastics”. Since then, much water has flown down Mother Ganga. Much has changed.

For about two decades, we have been legitimately proud of our Malini and Vipasha; despite severe and multiple disability, they had defied all odds to study up to post gradation and beyond; today, there are hundreds of young persons with disability pursuing higher education in most parts of India. Sometime ago, the government had announced plans to make public places in 20 cities accessible to persons with disability; a disabled activist has already done a quick audit of New Delhi, which was recently telecast by a TV channel. Shri Narendra Modi, our prime minister, who has spoken several times about persons with disability, has even suggested that we should use the expression “DIVYANG” in place of “VIKLANG”. This is even better than “differently abled”. I have heard this expression being already used, at least on Doordarshan. I pray that its usage becomes universal.

Much has, indeed, changed. But, much more needs to change.

For example, take our Census of 2011. We were told that only 2.21% of our citizens are divyang. Globally, the estimate is over four times. How come there is such a vast difference? Is it because of the nature and scope of the questions asked? Is it because of the tendency of our people to hide disability in the family? (Are they aware of the various concessions available to divyang? Are such concessions easily obtainable?) Or is it because the persons who asked these questions were not trained or sensitized enough? In any case, we still have another 5 years before the census of 2021, to work together with all stake holders, and to see how and where improvements can be made.

As Iqbal, the great Urdu poet famously said:

Sitaron se aage jahan aur bhi hain,
Abhi ishq ke imtihan aur bhi hain!

A handwritten signature in black ink, appearing to read 'Kamal Bakshi'.

Mr. Kamal Bakshi
Vice Chairperson
ADAPT

Remembering Mita Nundy



It is with profound sadness that we report that Mrs. Mita Nundy, Founder Member, Spastics Society of India and Founder Chairperson, Spastics Society of India, now called AADI, and Dr. Alur's sister passed away on 28th August 2014.

A Prayer Meeting at the National Resource Centre for Inclusion, Mumbai was held on 6th September 2014 at 6.30 p.m. It was attended by Mrs. Nundy's husband Dr Samiran Nundy, also Chairman of our Institutional Review Board (IRB) and her son Dr. Surajit Nundy, member IRB and other dignitaries.

It was a Memorial celebrating her life and paying homage to Mitadi as she was known. Dr. Alur began by reminiscing about her sister at both the personal and professional level. Tributes were paid to Mitadi by the staff who had worked with her and knew her closely. Mrs. Asha Kumar; Mrs. Manju Chatterjee; Ms. Amena Latif and Mrs. Varsha Hooja spoke of their association with her and what they had learned from her. Two of her favorite bhajans were sung. An audiovisual on her life highlighting the different facets of her personality had been prepared by Dr. Alur and was shared with all. Dr. Samiran Nundy thanked everyone and brought the evening to a close.

The next day a multi faith meet was held at the Colaba Centre which she visited often; there were readings from the Guru Granth Sahib; the Bible; the Bhagwad Gita and the Quran. Swami Mounananda, her brother and Advisor, Skills Development Centre did the Chandi-Path. This was followed by a Havan and Bhog.

For the next one week, prayers from different communities were offered and chanted in her memory.

Tributes have poured in from those whose lives she touched.

Mrs. Sushmita Nundy was an exemplary human being dedicated to the service of humankind. While Dr. Mithu Alur started the Mumbai chapter of the Spastics Society of India, Mrs. Mita Nundy, Dr. Alur's sister, started the Delhi chapter. Here, for decades she served children with disabilities and this while she was herself suffering from cardiac amyloidosis, a rare and debilitating heart condition. The Doctors had

given her a few months, but she lived for 30 more.

In August 2014, Mita, a stalwart supporter of the cause, a writer, an institution builder, a humanist, who loved the poor, the needy, the disabled, passed away, leaving a void which can never be filled.

A WOMAN OF SILK AND STEEL

If I have to search for a reason to feel proud of belonging to humanity, in an era which Pope Francis aptly describes as one where the world is witnessing the 'globalization of indifference', I only need to recall the life of Sushmita Nundy (Mitadi).

It was in late 1988 that I first met Mrs. Nundy. I had just returned from 16 months of stay in Canada after completing an MSc in Epidemiology at McMaster University, having gone there on study leave from AIIMS. I learned then that Mrs. Nundy had been admitted to the Cardiology service of AIIMS a year earlier with chest pain. After investigations, she was diagnosed to have Syndrome X (angina with normal coronary arteries), a diagnosis with which doctors in London agreed. Her heart function was reportedly normal.



My respect for her increased each time I met her. She wanted me to give her the unalloyed truth about her clinical status and test results but in return infused confidence in me that she would beat the odds. It was always an engaging conversation about many things in life, with the unwavering thread being her unbounded optimism. I came to know of her love for classical western music as well as her faith in Satya Sai Baba. By this time she had become 'Mitadi' to me.



In between periods of hospitalisation, she continued to work, going to the Spastic Society- sometimes in a wheel chair. She tended to her own children with loving care. Mitadi always greeted me with a warm smile and I invariably left her room a happier person than I was when I entered it.

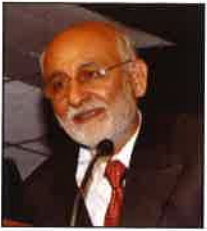
I write this now, a month after her passing, not only to pay a personal tribute to Mitadi's memory but also to thank her for giving me the most valuable lesson as a doctor. Not to take anything for granted. I am still a great believer in science but now I also recognize and respect the tremendous power of the human spirit that extends the power of healing beyond known medical treatments. I have also seen, in Mitadi's face, that the glow of goodness can dispel the gloom of illness. Her life provided proof that love for others can be a more powerful elixir than potent drugs. She will remain forever the inspirational memory of an exceptional human being- truly a woman of silk and steel.

- K. Srinath Reddy, President, Public Health Foundation of India

THE TRUSTEES AND GOVERNING BODY



Managing Trustee, Mithu Alur, Founder Chairperson of the organisation, is a member of the Central Advisory Board of Education (CABE), New Delhi. Padmashri Dr Alur has also been appointed to the Round Table on School Education and Disadvantaged Sections: Women, Persons with Disabilities and SC/ST set up by Shri Kapil Sibal, Honourable 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 synergise 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 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 & 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.



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 & 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, Nikhil Dhanrajgir has a doctorate in Public International Law, with degrees in Political Science, Human Rights and Development Studies. An Associate of the Netherlands Institute of Human Rights, Mr Dhanrajgir has worked with policy organisations such as Brookings Institute and Centre for Policy Research. He also has a specialisation in Middle Eastern Studies. He is currently Policy and Communications Advisor to Milind Deora, MP, South Mumbai.



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. English (Hons) graduates from St Stephen's College, Delhi, Mr Chatterjee's films have received critical acclaim at International Film Festivals. He has also 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. Recipient of the Padmashree, he 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. Recipient of the Padmabhushan, he is also a renowned writer and researcher.



Dr. Surajit Nundy is Fellow at the Center of Brain Science at Harvard University and leads a health information technology initiative.



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, a 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 of India.



Dr. Anaita Hegde, Consultant Paediatric Neurologist, has a special interest in pediatric epilepsy & 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, 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 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 Team



Mrs. Varsha Hooja, Trustee & 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. Mrs. Hooja is a member of Research Team and has worked on UNESCO - Four Nation Research, SSI/Unicef Project, NRCI and 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 specializes in intervention for neonates and high risk infants. As part of Dr Mithu Alur's team she has had fifteen years 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 therapists in inclusive education. Presently she is working on 'A Narrative Exploratory Study on inclusion of children with disability into regular mainstream schools'.



Ms. Sangeeta Jagtiani is a Deputy Director Services / Head of Education, an M.Com Post graduate and is a Special educator by profession. She has been working as a Head of Education/special educator at the organization for the past 20 years working in areas of assessments 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. She is a member of Dr Alur's Action Research Team of the Prospective Research being conducted by ADAPT as per the approval of the IRB.



Mrs. Deepshikha Mathur is Deputy Director - Training. Training in the field of Disability and inclusion has been the mainstay of her job as Deputy Director-Training at ADAPT. She joined the organisation after finishing her M. Phil (Psychology) and the post graduate diploma in special education as a research assistant for a SSI/ UNICEF project on early intervention in inclusion. Thereafter, Mrs. Mathur has been involved with designing, conducting and monitoring the various courses conducted by ADAPT. She is a member of the Action Research Team of the Prospective Research being conducted by ADAPT as per the approval of the IRB.



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



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. She is a member of ADAPT's action research team.

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 a 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. Farrokh Udwadia has been actively engaged in activities at ADAPT.



Mr. Arup Patnaik, Director General, Police and Managing Director, Maharashtra State Police Housing Corporation 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 Orissa.



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 a filmmaker of international renown, and has been advocating for the rights of the disabled. She actively supports the activities of the ADAPT Rights Group.

ADAPT: Journeys and Destinations

This annual report is unique. How? We've worked towards making it stand out from the sheaf of papers that usually serve to introduce organizations and end up spewing numbers and facts. This report seeks, instead, to narrate the tale of progress, perseverance and dedication, of an organisation that has grown to become so much more than a collection of buildings made of brick and concrete. ADAPT, rather, is a collection of stories; tales of individuals who have scaled unimaginable heights, stories that are nothing short of inspirational. The first of these stories was written when our Founder Chairperson, Dr. Mithu Alur, pioneered The Spastics Society of India in 1972, an organisation that, over the years, evolved into what all of us know as Able Disabled All People Together (ADAPT). In evolving, the organisation did not lose its focus on providing quality care, education, training, services as well as intangibles such as acceptance, love and respect. And the stories continued to be written.

Our initial fire never died down and if anything, it burns brighter today, forty three years after the inception of our dream. We continue to strive, explore and widen our horizons. We demand what is rightfully ours, we demand transformation and when we do not get what we deserve, we innovate. This indefatigable approach, fortified by ingenuity, has been instrumental in our quest to empower and further development in the field of disability in India.

Dr. Alur was the first to tread down this path of innovation. She brought light to the lives of many in the form of services and assistance to the disabled where none existed before. Along with her carefully chosen team, she created an unprecedented programme where a holistic approach to education and treatment provided the best possible care and services to children and eventually youth and adults with multiple disabilities, all within the organisation. Thus did ADAPT grow to become a haven for not just disabled children and youth, but also their families.

This revolutionary model was established in 18 more states, across India. This creation of the Spastic Society of India served as the template and guide to the all-India services that were set up. These centres have flourished over the years to become independent administrative institutions.

Our thorough and intricate approach of starting by catering to the very grassroots and working our way upwards has enabled us to scale up and consistently deliver our services, at the micro, mezzo and macro levels.

The Ideal of Inclusion

Evolution and transformation has always been inherent to our philosophy of work and progress. We accept and internalize the requisite changes and *adapt*, true to our name, to the needs and changes of the community. We refocused our services and programmes based on this information, working within an inclusive and accessible framework.

All our centres have followed this process of metamorphosis and promote inclusive education and provide a wide range of services that aim to provide customized satisfaction to each stakeholder. We choose to not confine ourselves to cater to needs of solely the multiply disabled. We look to empower and further the cause of other marginalised categories, victims of flawed societal norms and entrenched inequalities; the girl child and members of the LGBTQ community are but two instances of what we choose to consider in our work. Our National and Asian Resource Centre for Inclusion (NARCI) is one of the leading centres providing such services in the Indian subcontinent.

Sophists often discourse on the importance of the overall cause and ideology, the macro view of organization over individual. Perhaps their words ring with truth. But ADAPT has always been about catering to individuals and acting as a catalyst to individual progress. And we maintain, this year, as in the years before, that a steadfast conviction in the equal importance of the journey and the goal, the whole and the part, the process and the outcome, the perseverance and the fruit is what defines ADAPT.

And so, the story continues.

COLABA CENTRE

“It is not how much we do but how much love we put in the doing. It is not how much we give but how much love we put in the giving”. This quote by Mother Teresa aptly describes the work done by ADAPT for the past 42 years. The centre began at Colaba with three students, in a tiny bungalow flanked by the Arabian Sea. Today it has become one of the foremost developmental organizations in the country dealing with the diverse needs of children and youth with disability and their families. We continue to relentlessly work towards inclusion and our centre stands out as a unique model where special education has been demystified.

Multi level teaching strategies and need based remedial interventions have been instrumental in meeting the unique needs of every child and demonstrating the effectiveness of inclusive education.

During the academic year 2014-2015, the Colaba Centre had a total of 103 students across 9 inclusive classes. This included 63 students with disabilities and 40 students without disabilities. We have included 4 children with disability and 25 without in mainstream schools. Year after year our students continue to make us feel proud with their achievements in Board Exams. All 7 scored between 75% to 85 % in the NIOS exams exhibiting their grit and determination.

Services Provided – All Under One Roof

The holistic development of each child is ensured by providing the following services.

- Evaluation & Assessment
- Education : SSC & NIOS curriculum
- Counseling
- Home Management Programme
- Physiotherapy
- Occupational Therapy
- Speech Therapy
- Vocational Training
- Computer Training
- Remediation & Resource Support

Promoting Inclusion Be Inclusive Be Sensitive!

We strongly & vocally support & promote the vision of an inclusive society. A society that is sensitive and aware of the rights of the disabled and the contributions that the disabled can make if they are involved and included in every aspect of life. For this reason several interactive sessions were planned with mainstream schools and colleges through the year. Our students visited the Aditya Birla World Academy, J. B. Petit School, Cathedral Infant School & Army Public School, whereas the students from Kendriya Vidyalaya, St. Joseph's High School, G.D. Somani and Fort Convent visited the Colaba Centre to participate in dance, art and games sessions.



Art activity with Aditya Birla World Academy Student

The International Baccalaureate (IB) students of B. D. Somani International School as well as students of St. Xavier's College continue to do their Social Involvement Programme (S.I.P.) at our centre. These interactions are instrumental in dispelling the myths and fears associated with disability and help create an inclusive culture.

As Tushar Gidwani a Xavierite said, *'I always felt sympathy when I saw a disabled person, but now I feel*

they are so capable, I am floored by their perseverance and confidence!!

Vocational Development Programme (VDP): Adult Trainees

Vocational Skill development continued to be a major area of focus. Trainees are involved in the daily preparation of lunch in the Mothers Kitchen as well as in making utility products like paper bags and envelopes, diyas, coasters etc for external exhibitions. Two students Akash and Toufique are being professionally trained to be apprentice ceramic artists by Mamta Mukherjee a trained professional ceramic artist. They have also enrolled for the Certificate course in block printing and textile designing conducted by the trainers from Handloom and Weaver's Associates of Ministry of Textiles, Government of India.

The V.D.P. group has successfully transitioned from functional academics to development of life skills, which included Social Skill development through visits and participation in different community programmes such as the Swachh Bharat Abhiyan launched by the Honourable Prime Minister Mr. Modi on the 2nd of October, our Founder's Day. Emotional and Psychological development is ensured through group counseling, social stories and in house workshops like Health and Hygiene conducted by trained volunteers. Physical and cognitive skill development was done through sports like football, hand ball, cricket and martial arts.

Martial Art Training was imparted to 9 of the trainees by experts.

Co-Curricular Activities – Learning Beyond the Classroom:

“Tell me, and I forget; Teach me, & I may remember; Involve me, I learn.”



Amar learning to float at the Y. M. C. A. Pool

The above quote aptly describes the need for extra and co-curricular activities to be part of the school syllabus. Activities like Yoga, Art, Craft, Music and Physical Education are an important part of the classroom activities at ADAPT and play a significant role in promoting the overall development of each student. Through the year our students participated in external extra and co-curricular activities: they put up a dance performance at the Army Public Schools Annual Concert and at a singing competition held at the Sophia Auditorium organized by the B.D. Somani School entitled “Indian Idol”. They also participated in an Inclusive Sports Day event organized by Fazlani

L'academie Globale at the Priyadarshini Park, Nepeansea Road. This year the students of ADAPT were invited by the Reliance Foundation to the IPL match between Mumbai Indians & Sunrisers Hyderabad at the Wankhede Stadium. Their excitement knew no bounds as they got a chance to interact with their favorite cricketers and got a chance to see a live cricket match.

Field trips were organized to involve each child and make learning an enriching & fun experience. This year students visited Hanging Garden, Colaba Police Station, Mani Bhavan, Chowpatty Beach, Nehru Science Centre, Post office, Traffic Park, Afghan Church, Jhulelal Mandir and Sahakari Bhandar.



Inclusive Sports at Fazlani L'academie Globale

A exciting new venture this year has been the collaboration of ADAPT with the Education Department of the Chatrapati Shivaji Maharaj Vastu Sangralaya (CSMVS) formerly known as the Prince of Wales Museum. Fixed schedules of interesting workshops relating to our curriculum were planned through the year. Once a month our students attended workshops at the museum with a wide range of diverse themes like fossils, invention of the wheel, money, mythical animals, miniature paintings. Through the use of



Sport Day - Proud of our medals with donor Ms. Manju Kirpalani

Beach of garbage after the 10 day Ganapati Festival. Co-curricular activities help our students and trainees become confident and self-assured as they step out of the safe environment of the centre and share a common platform with able bodied peers.

ADAPT Events:

Our students participated in a number of in-house events. Meticulous planning and dedicated team work go into the conceptualization, organization and execution of these programmes. The I Can Bazaar, Sports Day, Inclusion Mela and Founders Day and Annual Prize Distribution Day each were attended in large numbers by parents and volunteers. The Annual Show this year was held at the St. Andrews auditorium Bandra. Shaan a versatile and very popular Bollywood singer performed at the event with Saharika and our students danced with them on two of their numbers.



Ready to perform at the Annual Show

The Standard Chartered Mumbai Marathon continues to see a rise in the number of participants in the wheelchair category. The enthusiasm of students, alumni, volunteers, donors is infectious and they all finish the three kilometers race against a backdrop of cheers and applause.

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

ICANSHOP

To give our trainees a forum to showcase their products and to learn the skills of entrepreneurship Dr. Alur has revived the "I Can" shops at all ADAPT centres. The shops also involve the participation of mothers of the students and trainees at ADAPT who are given an opportunity to learn vocational and marketing skills. All the products that are sold at the I CAN Bazaar are made by the children themselves with assistance from volunteers, teachers and mothers. Some of them have also helped in the running of these shops at the centres. The proceeds of the sales are used to buy the raw material and the stipend for the students.

To continue our work in sustaining our services we also participated in community events like melas, bazaars, and exhibitions. These are crucial tools for sensitization besides being revenue generation events. The I Can shop at the Colaba Centre partnered with Maker Arcade Association and set up two stalls during the Diwali festive period to sell Diyas and other gift items at Maker Arcade. The response was amazing and we will continue to do more events this coming year as well. We also participated at the Aditya Birla School Children's Fair.

Besides showcasing our products the 'I CAN' Shop also has a section of used clothes and other items donated to us by our well wishers and are then sold at discounted prices to add to our revenue.

Each year as it unfolds leaves memories of experiences that leave an indelible mark on our hearts. These

experiences have been made possible due to the staunch faith and support of our staff, volunteers and donors, Individuals and corporate and Trusts. We are indebted to HPCL, State Bank of India, Lila Polymers, Mrs. Savy Thakur, Mrs. Sonia Sethi, Mrs. Sangeeta Vaswani, Mr. Dev Bulchandani, Mrs. Gita Oberoi, Mrs. Mohna K. Thakur, Mrs. Nirmal Bathija and the Lioness Club of Breach Candy.

They have not only helped us financially but also participated enthusiastically in various events as integral members of the ADAPT family.

As Winston Churchill said “we make a living by what we get, but we make a life by what we give”.

Volunteering Experience: Tushar Gidvani

Having been with ADAPT for almost a year, I realise how the organization has changed me. While through my volunteering period I had maintained that working in the school was exciting, it's only after I look at this period from 'the outside' that I begin to respect how much it changes you. The courage, enthusiasm and perseverance shown by the kids of Class 2 helped me erase my notion of 'differently' abled people--they're no 'different' from you and me. It was the pure optimism, and the ability to mask their pain with a smile that impacted me the most during the year I taught the class. I remember a girl from class 2 (Shama), who would insist on narrating the 'Disney story of the week', every time I came to school. This was something which never failed to make me smile--despite a clammy day at college or the stifling Mumbai heat!

BANDRA CENTRE

The academic year 2014-15 commenced from 12th June 2015. The school had a total strength of one hundred and fifty students of which one hundred and fifteen students are students with special needs. The pre-primary section of the Bandra center is a demonstration centre for inclusive education where children with and without disabilities interact in harmony. The curriculum at ADAPT focuses equally on curricular as well as co-curricular and extracurricular activities. Therapy is provided to the students based on their individual needs. Services are provided to all students enrolled irrespective of their caste, creed, social status, financial capacity or abilities.

Educational Programmes

At the ADAPT centres there is never a dull moment and students are always seen with happy smiling faces. This as all visitors will acknowledge is the USP of ADAPT.

The educational program at ADAPT are divided into three sections; academic program, prevocational unit and home management.

Academic program

The academic section of ADAPT is further divided into pre-primary and primary sections. The Pre - Primary section includes the Reception & Transition classes where as the primary classes include Classes I to VII.

Preparation of students for mainstreaming is the goal for all students enrolled at the centre and the focus of the pre-primary classes is largely to lead towards inclusion. The pre-primary classes follow a curriculum based on the play-way method developed by Dr. Alur. This curriculum is combined with extra-curricular activities making learning a fun activity.

Pre-vocational Unit

Students with high support needs which includes trainees and students with severe and multiple disabilities are given pre-vocational training. They also follow a functional academic curriculum based on their abilities. Students in the prevocational group are further divided into three groups; Functional Academics Junior, Functional Academics Senior and Functional Literacy group.

Home Management

Young children with disabilities are enrolled into the home management programme at ADAPT. The children attend sessions on once or twice a week basis along with one of their parents. The aim of this group is to empower the new parents with skills to manage their child at home as well as to prepare the child to attend formal school in the next academic year. The children also attend physiotherapy, occupational therapy and speech therapy as per their needs. Parents are given support through counselling sessions and this programs functions under ADAPT's OPD section.

As mentioned, the above co-curricular and extracurricular activities are an all important part of the syllabus.

Co-curricular Activities

Activities like yoga, music, dance, drama, sports are included in daily schedule of the school. Drama classes by Raell Padamsee's ACE group are conducted and enjoyed by the students. The Bandra center also celebrated the following events through the year such as Founder's Day, Independence Day, Republic Day and all festivals like Diwali, Christmas, Holi, Kite flying day. There was fun and frolic all through the year bringing much needed holistic learning opportunities.

The annual features like Sports Day and Inclusion Mela were also held.

A drawing competition was held with the assistance of parents and volunteers and sponsors.



Our Annual Sports Day

Our Annual Day was held on Friday 24th April 2015. A colourful congregation of over two hundred parents and children from Dharavi, Colaba and Bandra attended the programme.

Senior students were taken for a picnic to the Borivali National Park and the pre-primary and primary students visited a private Theme Park owned by one of our parents.

Other Extra-curricular Activities

Our students participated in the 'H-Ward' Science Exhibition held from 2nd December to 4th December 2014 at the Air India Modern School, Kalina. Two of the students from ADAPT Ekra Lakhani and Yaseen Shaikh from the NIOS class participated in the Senior group event whose theme was 'Community Health and Environment'. It was ADAPT's maiden participation in the Interschool Activity of the State Board. Our students brought home 'Appreciation Prize' for their project.

Our students and teachers participated in the Go Green Campaign organised by Mr. Ashish Shelar.

Adventure Sports were organised by the Mattel Foundation. This was second consecutive year that such a thrilling activity was organized for the students of the Bandra center. They experienced thrilling activities like the Flying Fox, Rapelling and Burma Bridge crossing which were thoroughly enjoyed by the students.

Activities with a Difference

Students of ADAPT as every year participated in the Standard Chartered Mumbai Marathon. The event was a great success with the support of our sponsors, volunteers and actors Kalki Koechin and Rahul Bose.

Music therapy has had multiple benefits for the students such as it has been proven to be an effective method for helping voice modulation in some of the students, for some it helped better their motor co-ordination and for other it was a stress buster therapy. This year ADAPT was visited by Paragon Ensemble headed by Mr. Ninian



Mr. Ninian Perry and students engrossed in the Paragon Music Experience.

Perry from Scotland. It was a unique experience for the students and the faculty where all students were converted into musicians. Mr. Perry and his team visited each of the ADAPT centres and explored the musical talent in each student. In a short span of a week of training a brilliant show was put up on 17th February 2015.



Annual Show with Mr. Shan

The Annual Fund Raising Show of ADAPT was held on 19th March 2015 which was a musical show by popular Bollywood singer Shaan. Once again we appreciate the contribution of our parents, donors and well-wishers in making this event a bog success. Our students were invited by the Reliance Foundation to watch the IPL Cricket match on 25th April 2015 at Wankhede Stadium. This was a unique experience for our students who met their favourite cricketers.

In-service training programs or staff

- ❖ Senior Director School Operations, Mrs. Rekha Vijaykar conducted a workshop for the staff of ADAPT from all the centres on 9th June 2015. The objective of the workshop was to emphasize the various attributes necessary for a successful career by being a true professional with the module titled 'Escalation'. The module explained the importance of 5-Ds namely Discipline, Diligence, Depth, Determination and Deal. It was an interactive workshop that highlighted the necessity to use right strategy at the right time in our profession.

Inclusion Awareness in the Education Fraternity

- ❖ Dr. Mithu Alur hosted Nrityanjali Education Society's, Open Forum for Principals on the 1st July of 2014. Forty eight principals of mainstream schools from across the city participated in the program. Dr. Mithu Alur gave a presentation on ADAPT and spoke about its journey from a special school to an inclusive resource unit. The message of 'Inclusion' was appreciated by the education fraternity. Dr. Guha of Nrityanjali Education Services addressed the principals and emphasized upon the importance of Inclusive Education.
- ❖ An Open House was held for all parents on Wednesday 26th November 2014. The purpose was to exchange the good learning experiences of our children with parents and to establish a positive connect between the parents and school. Mrs. Vijaykar explained to all the parents the positive benefits of inclusion and explained that inclusion was planned keeping in the interest of the students.
- ❖ Mrs. Vijaykar attended a seminar on 'Understanding Disabilities' organised by Mrs. Ashwini Bhide, Education Secretary on Saturday 23rd August 2014 at Worli Rehabilitation Centre. The seminar was attended by 250 principals of various schools of Mumbai. She was part of a panel to address open queries by the principals of the participating schools on inclusion and inclusive education. Mrs. Vijaykar explained the importance of 'inclusion' of students with various disabilities citing examples of successful beneficiaries.

We thank Dr. & Mrs Shah for the donation of an electric wheel chair to our school. Rohan Talwar of ADAPT Skills Development Center was the recipient of the wheel chair.

We would like to acknowledge the support and services of the volunteers, donors, parents and the dedicated staff to the success of this academic year. Contribution made by each and every member of the team is the key to our success year after year. We thank our donors Individuals and Corporates for giving their time and financial support to ADAPT. We are fortunate to have the good-will of philanthropists as part of ADAPT fraternity.

Thank You



Rohan – The recipient of the wheel chair

THERAPY DEPARTMENT, BANDRA

ADAPT operates on the philosophy of inclusion and its therapy service also follow the same philosophy. Our therapy centers provide holistic multi-disciplinary therapies under one roof to holistically impact the functional independence of students. All members of the therapy team work cohesively together and plan common goals for the students. Our therapy services are set in the social model and operate in a manner that makes the therapist move out of their professional domain and help supplement greater independence in the classroom. Parents are an important part of the therapy team and are involved in the treatment planning process. Therapy is provided in various settings such as individual one on one sessions, group sessions where students work together and in the classroom along with the teacher.



Enjoying therapy on a ball

Therapy services for all students are planned according to their individual needs with a focus on the priority of their needs. Therapists keep themselves updated with the current trends in the area of therapy so that best holistic service can be provided to the students.

Services offered by the Therapy Department in the year 2014 - 2015

The therapy department offers its services to students enrolled at the ADAPT centers and to outpatient clients in the paediatric as well as adult category.

School based therapy:

This is in the form of individual sessions, group sessions and classroom intervention

Individual sessions: In the year 2014-2015, 40 students received individualized therapy inputs. These inputs are based a combination of different frames of reference used for therapy such as the Neuro Developmental (NDT) Approach, Sensory Integration (SI) approach and the PNF approach. Based on the goals and needs of the individual student namely motor, sensory, perceptual or cognitive the various frames are applied. A combination of techniques is also used to suit the need of the student. Parent engagement is crucial to the success of any therapy program and therefore parents are encouraged to attend the sessions. Parent's goals for their child are the prime focus when planning the therapy.



Fine Motor coordination in a Group



Working on trunk stability

Group sessions: In the year 2013 – 2014, 26 students received group therapy sessions.

Groups that were conducted through the year were:

- ❖ **Gym Group:** These groups are usually for the older students and are carried out in the gym at our Bandra Centre that is a part of the Fitness Centre set up under the MP Lads Scheme initiated by

former Parliamentarian, Mr. Shyam Benegal. They focus on strength training using various equipments like the quadriceps and hamstring strengthener, treadmill, stepper, static cycle, therastation and weights. The gym sessions are enjoyed by the students and aims to improve their overall stamina.

- ❖ **ADL Group:** This is a functional group which works on developing independence in the activities of daily living. Exercises begin with strengthening of the upper limb and hand crucial for all ADL activities. The effective use of both upper limbs as a unit is also done as this is required for all fine motor skills.
- ❖ **Jumping Jacks Group:** For students having issues in attention and concentration. Exercises are given to help improve attention and reduce hyperactivity. The ability to attend to a auditory task is also done to improve auditory processing which in turn helps improve attention.

Classroom interventions

- ❖ **Furniture and wheelchair modifications:** The therapists help the school carpenter to design seating furniture best suited to the needs of the student. Special chairs are provided with appropriate straps, footrests and or headrests in order to maintain correct posture and alignment. Correct posture in turn assists the students in many areas such as feeding, correct breathing pattern, handwriting, etc.
- ❖ **Aids and adaptations:** Students are also referred for special aids like braces, splints, walkers, and crutches etc. which help in improving the independence in mobility.

OPD Unit

The OPD unit provides its services to pediatric clients as well as adults. Most of the sessions in the OPD unit are individual sessions using the above mentioned frames of references. In the adult unit pain management through use of specialized equipment is also done. The adult therapy unit set up last year as been increasing the scope of its services therapy and in this year provided its services to 20 clients. Pediatric OPD conducted 70 assessments and provided therapy to 20 children.

External consultations

In the year 2014 – 2015 orthopedic and neurology clinics were held. Paediatric orthopedic clinics were conducted by **Dr. Taral Nagda** and his associate **Dr. Jaydeep Dhamele**. Six paediatric orthopedic clinics have been organized this academic year where 45 students have been assessed and provided guidance.

Neurology clinic has been organized by paediatric neurologist **Dr. Anaita Udwadia Hegde**. Two clinics were held in the year 2014 – 2015 where 33 students were assessed and provided guidance on further medical management.



Neurology clinic by Dr. Anaita Udwadia Hegde

Training under the Therapy department

In this academic year, Dr Shabanm Rangwala, Head Therapy Department was invited to conduct lectures at various medical and therapy conferences which have been mentioned in the section of Seminar and workshop.

Sports Day 2015

The Sports day is one on the events held through the year to demonstration true inclusivity!!!! The Annual sports day of ADAPT was held on 27th Feb. 2015 at Guru Harkishan High school ground. The Sports day began with inclusivity by a brilliant show of March Past by the students of ADAPT accompanied by the band of The Guru Harkishan High school. The March Past was done by the students from Bandra centre, Karuna Sadan center and Pelhar center and was wonderfully backed by the musical

drumbeats of the students of GHK School. Truly commendable efforts from the young and old students!!!! Master Adil Shah, was the torch bearer and Ms Gayatri Chittal took the Sports oath. The sports day was declared open by the chief guest Mrs. Manjeet Kaur, Principal of Guru Harkishan High school.

The theme for this year Sports day was **“Swacch Bharat Abhiyan”** the nationwide initiative launched by our Honourable Prime Minister. All the events focused the attention of young minds to the concept of keeping our neighborhood, city and country clean. Event included Garbage Clean up, Trashketball, Dumping Jacks, Climbing the garbage pile, Sort the garbage etc. A total of 118 able & disabled students from Bandra, Karuna Sadan, & Pelhar centre participated in the Sports day.



Swacch Bharat Abhiyan through Sports

The day was jointly organized by the Therapy department, Bandra Center & the teachers from the various ADAPT centers with sincere help from the volunteers from NMIMS College. The event was supported & sponsored by HPCL Foundation & Axis Bank Foundation.

World Cerebral Palsy Day

This year was the third year for WCP celebrations at ADAPT. WCP day is a global collaborative effort to make a difference in the lives of those living with cerebral palsy and their families through the efforts of Mr Marcus Blease, General Manager, Marketing & International Programs, CPA Australia. The of the Global event is to encourage the generation of ideas in terms of inventions, technologies or any other that may help a child or family with CP under the event titled **“Change my World in 1 minute”**. In addition to this online event each country conducts its own sensitization activities through the period of August – October.



Celebrating WCP day

ADAPT celebrated WCP day 2014 with a sensitization event in mainstream school titled **“Learning together: Making new friends”** which washeld at 10 mainstream schools to promote friendships between able bodied and disabled students. Parents, staff and alumni across centers of ADAPT were encouraged and supported to share ideas they had done in their day to day lives which contributed to the world wide campaign **“Change my world in 1 minute”**. A total of 85 ideas were uploaded on the WCP website. The final and concluding event was the achievement award function which celebrates and acknowledges the efforts of persons with CP from across the country. The WCP event is chaired by Dr Taral Nagda, Pediatric orthopedic surgeon, Saifee and Hinduja Hospital who is also a consultant at ADAPT. Achievement awards were given out to 12 achievers with Cerebral Palsy in 6 different categories namely Academics, Entrepreneurship, Activism, Corporate Employment, Arts and Humanities and Independent Living. The event had achievers from Delhi, Kochi, Thiruvanthapuram, Chennai, Lucknow and Mumbai. Three of the achievers were ex-students of ADAPT who had excelled in their respective fields.

The event was attended by Mrs Priya Dutt Roncon, Trustee ADAPT, Mr Sathi Alur, parent and Dr Ali Irani, Head physiotherapist Nanvati Hospital along with most of the achievers and their families. Many of the previous awardees also attended the event. Video messages from Mr Marcus Blease, World Cerebral Palsy committee and Ms Dia Mirza, actress and board of advisor ADAPT were also played at the event. The event also showcased the trailer of the film **“Margarita With A Straw”**. The event was covered by local and mainstream media like NDTV, CNN and APN news.

THERAPY DEPARTMENT, COLABA

Therapy services at the Colaba Center as at the Bandra center function on the principles of ICF. Services at the Bandra and Colaba center operate on similar manners and students at Colaba are also provided individual therapy or group therapy based on their needs. Younger students may receive a combination of therapies as the need for more intervention may be required.

Individual Therapy:

In the year 2014-2015, 35 students at the Colaba Center received individual therapy sessions which were based on the Neuro Developmental (NDT) Approach or Sensory Integration (SI) approach and task based activity analysis. Children with motor difficulties were rehabilitated using the NDT approach and the children with sensory processing difficulties were managed with SI approach. Multiple disabilities in the child were looked after with the combination of different approaches. During the individual sessions, parents are taught few techniques so that they could continue the same programme at home. At the end of each academic year, reassessment of the children was done to record the motor and functional improvement of the child.

Group Therapy:

Group therapies were done with the aim to make the children independent and improve their social interaction skills and also improve in peer interaction. The groups were made according to the age and the abilities of the child. 67 students received group therapy sessions. Each group had 8-10 students on an average.

Group therapies conducted were:

ADL's Group:

This group mainly focused on making the children independent with the activities of daily living like opening buttons of the shirt, opening and closing the zip of the pants, etc. through these activities bimanual coordination was been improved.

Peto Groups:

These activities were based on the principles of group dynamics so that the children enjoy the activities. Peto sessions were aimed to improve functional independence and mobility.

Gross motor function group:

This group was specifically designed for mobile children to improve their balance and gross motor functions. The activities included were jumping on the trampoline, walking through the obstacles, running, etc.

Other:

Other difficulties faced by the children in the class were also addressed and resolved. 366 sessions were given to 61 students who have received classroom intervention on regular basis. Furniture was checked from time to time so that the child doesn't have any problem in sitting in the classroom. Teacher was also given few tips to be followed in class like sitting in proper posture and alignment.

Activities:

Sports day was held with the theme of "Swacch Bharat" similar to the Bandra center which was held on 27th Feb at the Colaba Center. All the events were specially designed to enable all students to participate to the maximum of their abilities. A total of 100 able and disable students participated and their enthusiasm was totally infectious! The Sports Day began with a brilliant March Past followed by the lighting of the torch and taking the Sports Oath by Mr. Farmino Das. The Sports Meet was declared open by chief guest Ms Manju Kirpalani, a lawyer and donor of Colaba Centre. Student volunteers from St Xavier's College helped tremendously in the smooth flow of each event. True spirit of sportsmanship was shown by all!

Department of Speech Therapy

The speech therapy department provides services to students of the Bandra center as well as to OPD clients. Regular OPD assessments and follow up sessions are conducted. For children requiring specific inputs to develop communication skills and proper feeding pattern.

Services for Bandra students: 82 Students from Bandra centre were assessed & provided individualized treatment program. Parents were counseled & given home program to provide better speech & language stimulation. Parents were trained in oral motor strengthening exercises and breathing exercises to carry out at home. Group therapy sessions were conducted to improve social skills & communication for the students

to help facilitate basic expression & communication aids and feeding management was done within the classroom environment. Teachers were guided and provided support in the same so as to ensure regular carry over in the classroom. Special focus on drooling control was introduced and individual demonstrations to parents were done to help them in controlling drooling for their child. Various speech software were used to improve child's vocabulary, language functions memory & alteration.

OPD services: Therapy on one to one basis was provided to 10 children who came on an OPD basis

Children from the Dharavi centre were assessed for speech, language & communication abilities. The community parents & therapy aides were guided in their respective follow up programs.

Training: As part of ADAPT in-house faculty lectures in speech therapy were delivered at the various courses conducted at ADAPT in the area of speech, language & communication development and various communication disorders.

New Initiatives: To introduce & work on various AAC techniques with children who are non verbal or partly verbal.



Speech therapy in a group by speech therapist Mrs. Pradyana Patil

Department of Psychology

The Department of Psychology provides services to all ADAPT Centres. The department serves the students attending the centers as well as clients attending the OPD clinics. It plans individual sessions and group sessions for students to assist them in the area of emotional development.

The main aim is to help the student/client child use his/her capabilities to an optimum level and channelize her/his abilities in a constructive manner. The department also aims to help individuals become socially competent and assist them to develop socially acceptable behaviors.

The assessment: This includes a psychological testing using different standardized testing material as well as observations and history taking with the clients or parents of the clients. The assessment may take two to three sessions to be completed so as to give a complete understanding of the client's family history and his/her needs.



Art Therapy by psychologist Ms Ayesha Sayed

The intervention: After the detailed assessment individualized treatment planning is done. Therapeutic techniques such as behavior modification through cognitive behavior therapy and rational emotive behavior therapy are used along with other therapies to enhance self-worth and self-esteem. The other therapies used were art and play therapy.

When a client comes for an assessment immediate need-based counseling may be provided. At the school level the intervention process includes collaborative sessions with the teachers and parents. The focus of interventions this academic year was increasing attention span in the students, teaching of socially appropriate behavior and enhancing learning skill through remedial intervention. Interventions to help develop the clients self-worth and self-efficacy were also done.

As part of the overall intervention strategy a training workshop for parents was conducted by the department of psychology along with the trainees from TISS and IGNOU. Workshop was conducted on behavior modification guidelines and techniques for children with autism. The goal of workshop was of enhance the skills and knowledge of the parents and caregiver to enable better home management skills for the parents so that the same may impact the children in a positive manner. Parents were given detailed home plan and follow ups on the same were maintained.

Classroom interventions included observations in the classrooms to understand the behavior of the students in real life situations. Along with the teacher the psychologist provided techniques to develop tolerance, to create an enthusiasm for learning, to encourage socializing with peers and promoting a more helpful attitude. Strategies to help reduce attention seeking behaviors, aggressiveness, temper tantrums and inattention in class were also shared with the teacher. Parents involvement was encouraged in all the interventions provided and parents were given homework or strategies to follow up at home in order to achieve best results.

Department of Social Work

The Social Work Department plays the role of a mediator between the parents and the services provided by the organization. The social worker has a multifaceted role as she/he is the first point of contact for clients seeking the services of ADAPT. The social worker provides guidance and support to parents of children with disability who may approach ADAPT. She/he informs the clients of the varied services of ADAPT as well as coordinates the treatment services from all departments such as physiotherapy, occupational therapy, speech therapy, psychology, home management and full time centre based educational services.

In the academic year 2014-15 the following activities were conducted at ADAPT by the department of social work.

I. OPD clinics

a. Coordination of the OPD clinics

OPD clinics are coordinated by the social worker on all working days from Monday – Friday throughout the year barring holidays declared as school calendar. ADAPT OPD clinics had been providing services only to children with disability but this year the OPD clinic extended its services to include adults with neurological and orthopaedic conditions and also to senior citizens. OPD clinics now provide services to a varied age range from new born infants to senior citizens. The OPD clinic provides assessments to all clients as per their individual



*OPD assessment by Social Worker
Ms Poonam Nair*

needs. The social worker coordinates the OPD clinics with the professional and the clients. Through the OPD clinic the social worker counselled parents and ensured their active participation, making them equal partners in the decision making process. As part of her work with the OPD clinic the social worker

guided parents on the Right to Education Act and counselled parents seeking admission to ADAPT centres to secure their admissions to mainstream schools. Total 10 parents were given guidance on this.

This year a total of 70 and 20 clients each were assessed at the Bandra and Chembur centres respectively. The OPD clinic this year had clients from different parts of the country such as Gujarat and Pune and from other countries such as Dubai and Muscat.

b. Case conference

Case conference is an interdisciplinary team meeting of the professional team post the assessment of the clients at the OPD clinics which is coordinated by the social worker. Case conference is attended by the HOD's of the education and therapy along with the Social Worker, Physiotherapist, Speech Therapist and Psychologist. At the meetings the team reviews each case and shares their own professional findings so as to enable individualized intervention planning based on the individual needs of each client. After the meeting the social worker shares the collective decision and the further course of action with the clients or the parents of the clients. Regular follow up of drop out clients is done by the social worker to understand the reason for the same and provide assistance as per need. Documentation for these meetings is maintained by the social worker and the therapy department. In this academic year total 13 case conferences were held.

II. Fund raising

a. Scholarships for students enrolled at ADAPT Bandra centre through Department of Social Welfare, Maharashtra

The Department of Social Welfare, Government of Maharashtra has been giving scholarships every year to students from the lower socioeconomic strata, the process of obtaining these scholarships is coordinated by the social worker. Several visits to the department of Social welfare at Chembur were done through the year. The social worker also collects the required documents from the parents and assists them in getting the scholarship. This year the Department of Social Welfare, State of Maharashtra has increased the scholarship amount from Rs. 750 to Rs. 1500 per year per student. This amount gets directly transferred to the bank account in the name of the student. In view of this direct transfer, the social worker organized a camp in partnership with Corporation Bank at the Bandra centre to ease the process of opening bank accounts for the parents. At this year's camp held on 8th October, 2014. A total of 20 students opened their bank accounts with Corporation Bank taking the total number of students whose bank accounts have been opened through ADAPT networking to 90. Opening bank accounts has another ripple effect that is encouraging parents to start savings in the names of their children and this also helps them in the future to avail benefits of other government schemes.

This year total 116 students of ADAPT from Bandra centre have applied for the scholarship.

b. Liliane Fonds

The social worker maintains the ongoing documentation for students who are funded under the Liliane fonds funds every year. The documentation for the same is to be submitted every six months which includes Individual Justification Forms, Need Assessment Forms, Home Visit Reports and the Budget for the next 6 months. This academic year eight student/trainees from the ADAPT Bandra center and SDC, Chembur centre have been supported through the Liliane Fond fund.

c. Networking with other private donors and sponsors

The social worker has been networking with donors to get the financial support for all students belonging to the lower socio economic strata. The social worker coordinated with three trusts namely the Minim Charitable Trust, Shishu Prem Samaj and Shree Ramanugarh Trust to secure support for the education of three students of ADAPT.

III. Networking and awareness building

It is the role of the social worker to keep herself/himself updated with the ongoing government schemes for persons with disabilities and increase awareness amongst the beneficiaries on the same. This year the social worker worked on schemes such as online disability certificates, Niramaya scheme and the

schemes of Maharashtra Housing and Finance.

Development Corporation (MHFDC) for persons with disabilities. Various activities to help increase awareness or to help beneficiaries avail of these schemes as listed below were conducted through the year.

Registration of clients under the Niramaya scheme

The Niramaya scheme is the health insurance scheme provided by the National trust, Ministry of Social Justice and Empowerment to persons with disabilities to meet their medical expenses such as costs of ongoing therapy and surgery costs. The social worker guided and helped the parents get their children registered under this scheme and utilise its benefits. A total of 20 clients have been registered this year and the efforts for the other will continue for the next academic year.

a. Maharashtra Housing and Finance Development Corporation (MHFDC)

The social worker has been networking with MHFDC department to know and to implement various employment schemes for the trainees of ADAPT. Mr. Suhas Kale, Managing Director MHFDC was invited as a chief guest on 15th August 2014 on the occasion of Independence Day and on the graduation day of trainees of the Textile Certificate course at SDC, Chembur. Mr Kale was informed about the employment based training programs conducted by ADAPT and the challenges faced in securing placement for the trainees was also discussed. Mr Kale was invited to speak to the parents of SDC on schemes provided by MHFDC for



Celebrating Independence Day with MHFDC

persons with disabilities and how parents can avail that. This information helped parents to know the schemes and many of them showed willingness to start self-employment activity for their children. Mr. Kale has assured to help the parents to start up business activities through MHFDC loan schemes. To help further networking the social worker attended the APANG SAHITYA SAMMELEN organised by MHFDC at Kalyan.

b. Pamphlet on Government schemes and services for the disabled

Currently information on government schemes and services for the disabled are available in a piecemeal manner. In view to facilitate easy access for the parents the social worker took the initiative of collating all the information in one document through the creation of a one page pamphlet on the same. The pamphlets were printed in English and Hindi and they contain information on how to get a disability certificate, transport concessions available for the disabled and how to access them, the Niramaya Insurance scheme and process to apply for the same, the trainings available under the Vocational Rehabilitation Center of the government and the schemes for finance under the MHFDC. The printing of these pamphlets was supported by BJP, MLA, Bandra, Mr. Ashish Shelar, we are grateful to him for supporting this activity.

c. Organizing talk at SDC Chembur for awareness on schemes of the Government

A talk was organized on various government schemes provided by the state government for persons with disabilities and conducted by Mr. Dilip Durge, Medical Social Worker of Maharashtra State Social Welfare Department at the SDC, Chembur on 10th March 2015. Mr. Durge spoke on schemes such as Assistance to Disabled Persons for purchase of Aids/Appliances (ADIP), the District Disability Rehabilitation centre (DDRC), Legal Guardianship under National Trust and concession facilities in transport. This talk was attended by 50 parents. The social worker visited the DDRC in Malad to attend a meeting organized by Mr. Durge to maintain the networking with the social welfare.

d. Talk on Right to Education Act and available concessions for PWD

The social worker ADAPT along with other team members from ADAPT were invited to speak on the RTE and services provided by government for persons with disabilities by the NGO World Vision (WV)

on the occasion of International Day of the Disabled at Dharavi. A similar talk was also conducted at the NGO Sahyogi for their staff to sensitize them to disability and also so that they can use this information to spread awareness amongst their beneficiaries. A total of 100 people benefitted from these talks.

IV. Other networking

a. Field visits

The department of social work this year networked with BJP, MP, Bandra, Ms Poonam Mahajan with the aim of increasing awareness on disability and securing her long term support for ADAPT activities. Ms Mahajan supported a one day field trip of 25 students of the ADAPT Bandra center to the Sanjay Gandhi National Park, Borivali on 3rd March, 2015. These field trips are some events arranged throughout the year expose the students to the outside world and also help in sensitizing the common man on the challenges faced by people with disability in accessing public places.



Students enjoying the field trip to the Sanjay Gandhi National Park, Borivali

b. Coordinating the orthopaedics clinics conducted by Indian pediatric orthopaedic department (IPOD) under Dr Taral Nagda

This year, the social worker coordinated with the IPOD team to conduct ortho clinics for students at ADAPT centres. The clinics were started from January 2015 and were conducted by Dr Jaideep Dhamele assistant under Dr Taral Nagda. The social worker was instrumental in the smooth operations of the clinics by coordinating with the parents, the school department, therapy department and IPOD team. A total of 20 students have been assessed at the clinic and two have been referred further for treatment. We are grateful to the IPOD team for their ongoing support.



Dr Jaydeep Dhamale from IPOD team under leadership of Dr Taral Nagda conducting orthopedic assessments at the ADAPT Bandra Center.

c. Home visits

The social worker undertakes home visits to homes of students attending the centres or the OPD clinics to learn about their family environment in case of concerns in this area of if the client drops out from services without informing. Home visits are also conducted prior to providing sponsorships and donations to any client requesting for the same. Home visits help the social worker build rapport with the family and help her counsel the parents on the importance of education and also helps parents share their difficulties more easily. Reports of home visits are also required to be submitted to various donors who are supporting the clients. A total of 20 home visits were done in this academic year.

d. Supervision

This academic year there was placement of two students each from the department of social work of the Tata Institute of Social work and the SNTD Women's University. They were placed as part of their internship program at the Bandra center for a period of 10 months. The social worker was responsible for guiding them and she enlisted their support in all her activities such as home visits, community visits, case and group work, classroom observations and training, organising awareness programme and campaigns and fund raising. Their support played a large part in the department of social work being able to increase the scope of its services.

e. Orientations and visits by other institutes

The Social work department had conducted orientation programs for different organizations that visited ADAPT as part of their field activity. The organizations that visited were TISS, SNTD Women's university college, Nirmala Niketan College, Ali Yavar National Institute for Hearing Handicapped and Sahyog NGO.

ADULT SERVICES: SKILLS DEVELOPMENT CENTRE

The Skills Development Centre (SDC) caters to young adults with and without disabilities, many of whom are from the marginalised sections. This year has been a busy and eventful year with a lot of new initiatives as planned being embarked upon.

The SDC had 72 trainees in all of which 26 trainees were part of the Vocational group, 40 trainees were Pre-Interns and 6 trainees worked as Interns.

The Interns and Pre-Interns Trainees were introduced to Functional Literacy, Computer Skills, Banking and Basic Office skills. They also learnt Catering House Keeping & Horticulture as part of the Vocational training.

Expansion with introduction of two more Skills: Ceramic and Textile

Both these initiatives were set up by Mrs. Mamta Mukherjee's who helped our trainees to make artistic products with clay. These products are regularly sold at different exhibitions and have also been sourced by the shop at the Chatrapati Shivaji Vastigrahalay that is the Mumbai Museum. Government textile ministry supported our trainees and batch of 10 trainees completed the four months certification course in textile designing.



Mrs. Mamta Mukherjee instructing a trainee

Extracurricular activities

The Trainees are a very energetic lot who have been participating in several outdoor programmes right through the year and have been awarded for the same. Music and drama are an integral part of the activities at SDC.

Celebrations: During the year Trainees celebrated various religious festivals like Raksha Bandhan, Ganesh Chaturthi, Navratri (Dussera), Diwali and Christmas and they had an enjoyable time.

Dance: They took part in various cultural competitions like the *Talent Fiesta* and *Ehsaas-2014* where they performed dances and came out with flying colors.

Trainees put up an enthralling performance at the ADAPT annual show where they were highly appreciated by the guests and donors.

Music: A Musical Concert by the Paragon group was held on the 17th of February at the Bandra Center where the trainees from SDC also participated after two training sessions under Mr. Ninian Perry and his team from the Paragon Ensemble, Scotland, Mr. Tom, Ms. Charlotte, and Ms. Baljeet. It was an enthralling performance.

Arts: Trainees also took part in the HPCL Painting competition, and painting competition at the Sulbha School, Chembur.



Practicing for the musical concert

Independent living skills: They were also exposed to several outings this year where they were given training in Life skills and independent living skills. They also visited the K-Star Mall to provide some practical training in money matters where they had the experience of personal shopping. These outdoor experiences help sensitize the community to disability and at the same time inculcate social

skills in our trainees.

Sports: 15 trainees from SDC participated in the IXth HPCL Annual Inter School Athletic Championship 2015 held on January in Chembur. Many of the trainees were awarded medals and prizes. This event had the participation of nearly 5000 students from 57 mainstream schools across Mumbai. ADAPT was the only NGO that participated in the event and ADAPT participation led to showcasing of the athletic abilities of persons with disabilities and led to large amount of sensitization.

Picnic: A one day picnic for the trainees of SDC was organized on 11th December 2014 at the “Green Paradise Resort” in Arnala. Trainees were excited to begin their day early at 7.45am and returning back at 7.00 pm. They enjoyed sumptuous meals, games, swimming and a rain dance at the resort. It was a memorable experience!!!

Inclusion Mela: This was held on 23rd January at the Bandra Center, trainees from SDC visited the mela and enjoyed the interesting games and the yummy food.

Fundraising activities

Mother's Kitchen:

The Mother's Kitchen has over the last year been an excellent learning center for our trainees and at the same time also generated an income to support the other activities of the center. It currently functions with the support of SDC staff and trainees. They produce snacks, pickles and juices which are much in demand owing largely to the stringent quality control in the kitchen. Mrs. Rajan wife of CMD of RCF along with the The Jyoti Womens Club Chembur (RCF) visited SDC on 4th February 2015 and donated groceries and we thank them for their support.



Preparing delicious Snack and Juices

The “*I Can Cafeteria*” functioning under the Mother's Kitchen has been buzzing with activity through the year thanks to the support of different Banks, Corporate and volunteers.

Production: Trainees in the Activity Centre make Rakhis, Diyas, Jewellery, and various gift bags which are exhibited and sold at various exhibitions through the year. This year with the introduction of Ceramic work newer products like jewellery, pots, plates, planters holders, key chains etc. have been added to our product list which are much in demand and are fetching good revenue.

Community hub partnerships: The Skills Development Centre (SDC) partners with persons from civil society to provide services like Yoga classes, Dance Classes, Art Classes and Taekwondo. The Dignity Foundation also conducts their social activities titled *Chai masti* at SDC. All these activities are open to the general public and also to our trainees. All these activities has a lot of influx of people from mainstream society to the organization and helps increase in the sensitization.

New Initiative:

Partnership with Vocational Rehabilitation Center:

This year under the guidance of Swami Mounanada, SDC has embarked on a partnership with the Vocational Rehabilitation Center (VRC), Chunabhatti to impart government recognized vocational training programs to the trainees at SDC. The courses were formally inaugurated by Deputy Director VRC Mrs P Laiju on 2nd October 2014. Nineteen trainees from SDC have been selected after a thorough assessment by the VRC for three different courses namely motorbike repairing, electrical repairing and TV & Radio repairing. The trainees travel to Chunabhatti thrice a week for their



Learning to repair a motorbike

training. Further partnerships for other courses offered by VRS such as electronic repairing, computer hardware, computer applications and secretarial practice, offset printing & book binding, Arts & crafts, DTP, Screen printing & photography, Dress making and General Mechanic will be explored in the future.

Volunteering: Active participation from parents & volunteers has been encouraged through regular meetings increasing their inputs and support in our activities.

ADAPT and HPCL together make Corporate Social Responsibility a successful reality

ADAPT/HPCL project commenced in 2011 making this year the 4th year of partnership. HPCL under its CSR activities had identified objectives and goals for the ADAPT/HPCL project.

The goals of the project:

- To ensure that every child/student/trainee enrolled at ADAPT centers is provided with quality education and treatment based on his/her individual needs to enable them to realize their fullest potential.
- To meet the above goal, it is crucial to include In service training and Capacity building of teachers as one of the other key goals of the project.
- To ensure that all children/students/trainees enrolled are given the maximum opportunity to be part of mainstream society and this is done through participation in maximum number of inclusive activities.
- To provide encouragement and motivation to students/ trainees, awards are given to the ones who fare well.

As mandated by the agreement, 300 children/ youth with disabilities have been enrolled in the HPCL program and are tracked on therapy and educational parameters. Tracking is done through tools specifically developed for this project to ensure systematic documentation. Documentation has been a strength at ADAPT and the commencement of this project helped streamline and systemize the process of documentation maintained by all centers.

Each student/trainee has a set of three files which record their academic, therapy and social or demographic reports and progress through the years. This system had been set in place by Dr Mithu Alur since the inception of ADAPT and continues till date.

The baseline and end-line child profile sheets also called the ADAPT Child Profile or ACP are filled twice every year.

Documentation is also maintained for each child on the parent teacher interactions, teacher therapist meetings, other external consultations attended by that student/trainee etc. These are recorded in attendance registers, teacher and therapist log books.

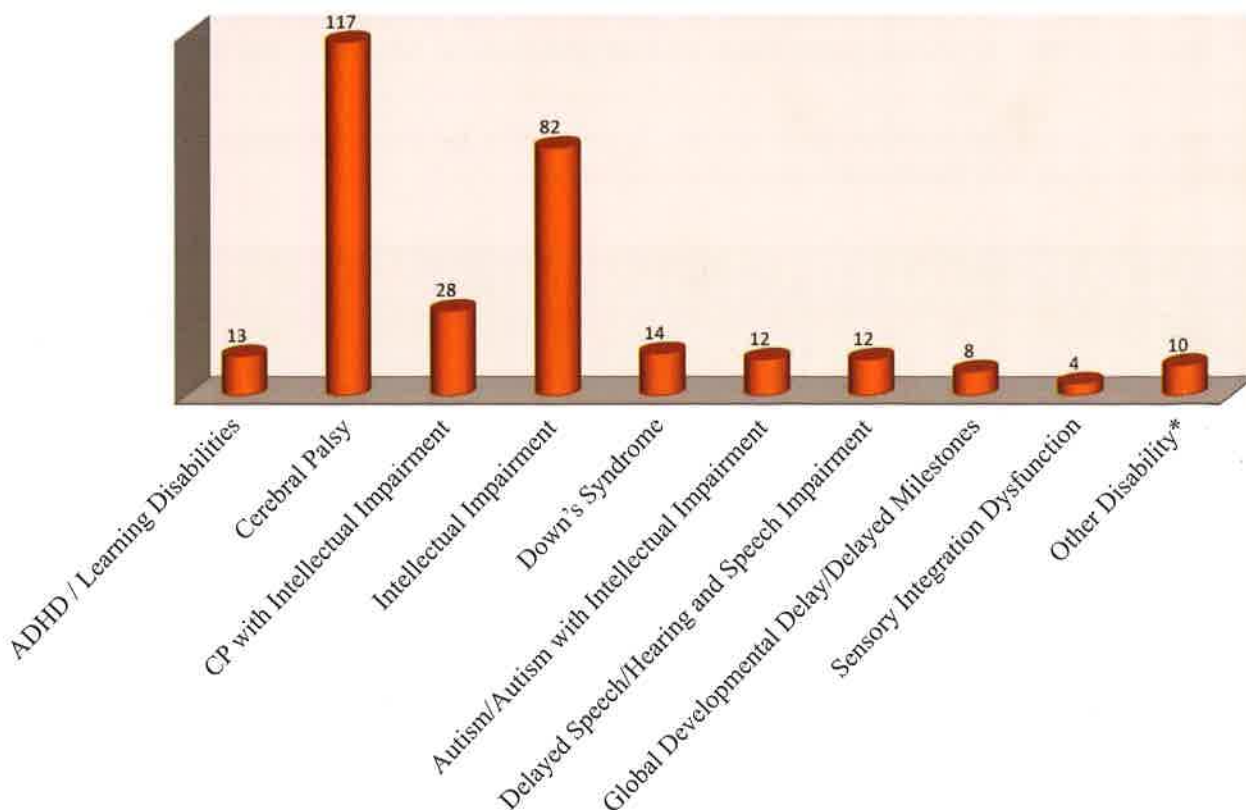
The target number of students with disabilities remains constant at 300 throughout the academic year although it has been observed that there is a turnover rate of approximately 20%. This occurs largely in the OPD clinic section and occasionally in the school section, and can largely be attributed to medical issues, transport issues, personal or family issues and occasionally migration of families. The social worker keeps a record of the students who drop out and all attempts to help families resolve the issues leading to their drop out are undertaken by the social worker.

Centre wise bifurcation of 300 beneficiaries is given in the Table I.

Table I: Branch bifurcation of number of students/trainees with disability as on April 2015

<i>Branch</i>	<i>2015</i>
Bandra	115
Colaba	61
SDC	72
Anganwadi	20
Bandra – OPD	22
Colaba – OPD	10
Total	300

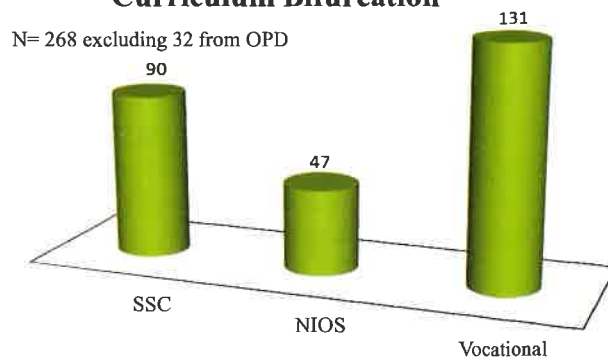
Types of Disabilities in all ADAPT Centres



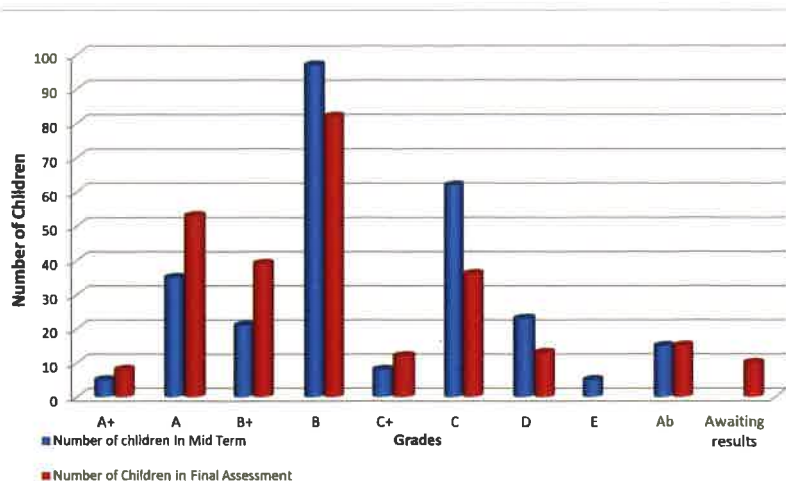
In order to meet the individual educational needs of all students and trainees attending enrolled across ADAPT centers different types of curricula are offered: SSC, NIOS and Vocational Rehabilitation. Listed in chart is the bifurcation of the curriculum and the enrollments across the curricula.

Multilevel teaching strategies are used while delivering the above curricula to be able to reach out to every student/trainee. Students and trainees are assessed periodically during the academic year and this includes two informal internal assessments which are the half yearly assessment in October and the final assessment in the month of April. In addition to the progress reports, classroom observations

Curriculum Bifurcation



Comparison of grades in mid term and final assessments for all students/trainees in school services



and remarks of teacher and Head of education are recorded throughout the years. Classroom interactions give a deeper insight on the child's capabilities than the one time formal assessments. Yearly reports as well as the classroom observations are the basis for deciding the promotion or transfer of the student/ trainee from one class to the other or one section to the other.

Based on the annual assessments the graph reflects the performances of the students/trainees.

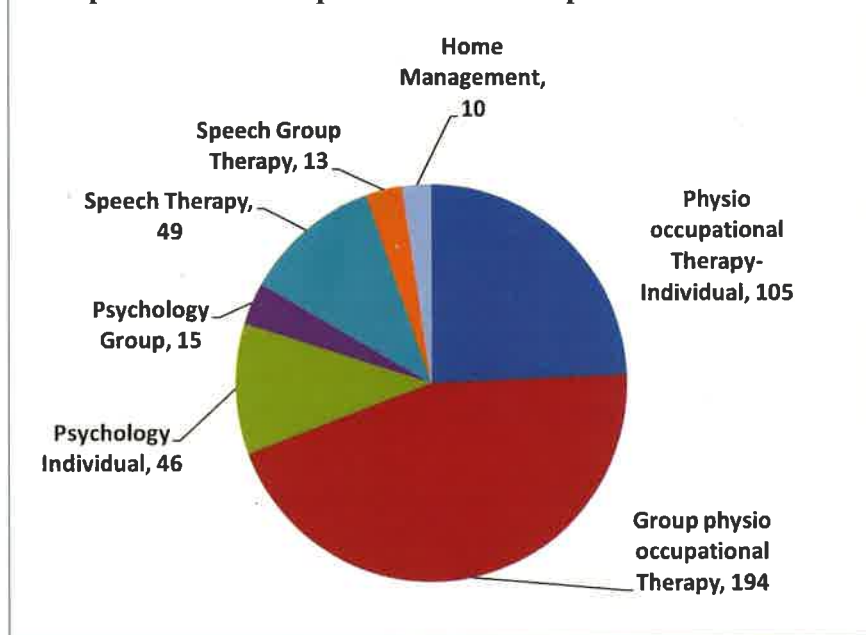
There has been a substantial increase in the number of students

achieving a higher academic progress and a drop is seen in the number of students getting lower grades.

Integrating therapy and education: Providing a combination of education and treatment with a multi-disciplinary approach has been the strength of services provided at ADAPT. Treatment was provided in areas such as physiotherapy, occupational therapy, speech therapy, psychological counseling and home management. This was provided on an individual basis or in a group situation to students and trainees at

ADAPT. OPD clients were provided therapy on a one on one basis.

The pie chart below represents the breakup of treatment services



Refurbishment with the support of HPCL

This year the repairs and renovations of waterproofing, tiling and painting of the SDC basement and kitchen along with renovation of two classes of the Dharavi preschool, Karuna Sadan were undertaken from the HPCL refurbishment fund.

Extending partnership

Participation of HPCL at all ADAPT events

As always, HPCL continues to support the ADAPT activities by encouraging their staff to

actively participate in ADAPT events. Given below is the list of activities and events in which the senior staff and the other staff of HPCL have participated through the year.

- Standard Chartered Mumbai Marathon 2015
- Painting competition
- Annual show
- Premiere of the Film 'Margarita with a Straw' at INOX
- Special preview for their staff at INOX.
- I Can Bazaars (at ADAPT centre and HPCL Head Office)
- Visits to the ADAPT Bandra centre by Mr. Kulkarni, Project Lead, Ms Sonal Desai, GM-CSR, Mr. Pillai, Member of the Board of Directors, HPCL
- Inter school Sports by HPCL Refinery, Chembur

Evaluation of the project activities

Monitoring and evaluation of the project is an inbuilt part of the project and is carried on throughout the year by various reporting strategies and timelines as documented in the MOU between ADAPT and HPCL. The reporting is captured through the following reporting milestones reflecting:

- Profile of 300 children/youth with disabilities
- Progress data of all 300 students
- Mid term progress report
- Pre-end-term report
- Cumulative Annual Narrative report

In addition to the above reporting strategies, an annual impact assessment and a formal presentation to the CSR committee of HPCL was also done.

The impact assessment was conducted by a team of interns from N. M. Institute of Management Studies under the guidance of Dr Meena Galliara, Director, NMIMS, from 2nd to 20th February. The study conducted included observation of students in their classes to have an understanding of the needs of the students. The assessment included closed door meetings with beneficiaries: parents, management,

volunteers, staff and students to have an insight to their perception of the quality of services provided. The final report has been submitted by the Dr Galliara and her team to HPCL.

The ADAPT HPCL Project Coordinators, Ms Sangeeta Jagtiani and Mrs Deepshikha Mathur presented the project at the Annual CSR Project Review Meet held at Jaipur on 2nd February 2014. The background, current, upcoming activities and future plans of the services were presented to Mr Misri (Executive Director - HR) Ms Sonal Desai, GM (CSR), the Project Head, Mr Kukarni, GM- Materials, their CSR team and nine CSR NGO partners. Feedback received was encouraging as there was unanimous appreciation of the documentation process at ADAPT.

TRAINING & PEDAGOGY

The Department of Training and Pedagogy undertakes Capacity Building and Training Programmes through the year which supports the learning of the staff and other stakeholders to help them strengthen their capabilities to plan, develop, implement and maintain effective intervention services. In addition to conducting short and long term courses on disability and inclusion, the department also supports the research services of ADAPT.

The ongoing training programs under the banner of ADAPT's training and pedagogy wing continued through the year and included the Community Initiative in Inclusion (CII) Course, need based specific trainings for the regular partners of ADAPT. In addition to this the department of training also coordinated the in-service and external training programs for staff development.

Community Initiative in Inclusion (CII)

The 'Community Initiative in Inclusion' Course (CII) entered its twelfth year of operation. The CII is a six month residential course for Master Trainers and Planners of community disability services from across the Asia Pacific. The course was developed in partnership with the Centre for International Health and Development, Institute of Child Health, London and is sponsored by the Women's Council, U.K. and ADAPT.

It is conducted in two phases. The first phase that is the three month phase of training was conducted at ADAPT and consisted of teaching sessions, practical work and field work. The next three months are the implementation phase where the participants carry out their action plans in their respective countries.

The Course was formally inaugurated on January 20, 2015. Twenty participants from eight countries (Sri Lanka, Mongolia, Tonga, Tajikistan, Nepal, Cambodia, Bangladesh and India) enrolled in the course. Over the past two years the course has included modules on 'Community Based Rehabilitation' and 'Training of Trainers' conducted by Mr. Essam from SETI, Egypt.

The participants are individually guided by Dr Alur and the team while preparing their action plans. The implementing phase sees the participants putting their context and country specific action plans for inclusion into place. Dr Francis, Moore, Honorary Secretary of Women's Council, UK, attended the final presentations of the projects and the Valedictory Function in April 2015.

National Level Training programs conducted

The Ali Yavar Jung National Institute for Hearing Handicapped (AYJNIHH) partnered with ADAPT to organize training for the Sarva Shiksha Abhiyan (SSA) resource persons, mainstream teachers and



Lighting of the Lamp at the Inauguration by Professor Zenobia Nadirshaw, Dr. Armida Fernandez, Dr. Mithu Alur, Mrs. Simi Vij and Mrs. Deepshikha Mathur

principals in the North East states of Arunachal Pradesh and Nagaland through earmarked funds from Government of India for training specifically in the North East states of India to help develop and support inclusive education activities in these states. The program was designed with the objective of sensitizing resource teachers of SSA about the learning needs of children with special needs in inclusive classrooms, adaptation of curricula, differentiated instructions, and Inclusive Evaluation practices. The target participants were SSA resource persons, mainstream teachers and headmasters of mainstream schools. Forty participants from all districts of Arunachal Pradesh including far flung districts of Anjaw, Divang Valley and Tawang participated in the training programme. The training programme at Nagaland was organised in Dimapur for all resource persons of SSA from the 11 districts of Nagaland, mainstream teachers and some head teachers of schools of Dimapur. The participants expressed a need for ongoing training programs and stated that the knowledge gained would be applied in the intervention and classroom instructional strategies. The training programs received coverage in the local print media namely The Arunachal Times and the Nagaland Post.

Another national level training under the SSA mission was for mainstream teachers in Amravati District, Maharashtra. This training was conducted in February 2015 as a sensitization programme for primary school regular teachers on classroom management of children with disabilities in inclusive schools.

Ongoing short term training programs

We continue to offer short term needs based training programmes for organizations. A snap shot of the Training Programmes conducted during the year are listed below:

Sr. No.	Topics	No. of Trainees
1	Open Forum of Principles	30
2	Understanding Inclusion	17
3	Understanding Learning Disabilities	12
4	Vikas Vidyalaya	70
5	Needs, Characteristics and Management of Children with Multiple Disabilities' for BEd and MEd students of Ali Yavar Jung National Institute of Hearing Handicapped.	38
6	Characteristics and Management of Children with Cerebral Palsy, ADHD and ADD' of Hashu Advani College.	12
7	Understanding and management of children with ADHD for Principals of mainstream schools organised by the Zonal Institute of Education and Training Thane	100
8	Understanding disability and Inclusion for the Helen 'O' Grady International	15
9	Inclusion Matters for the Helen 'O' Grady International	24
10	Training for SSA in Arunachal Pradesh	40
11	Empowerment Course for Bloomberg TV	15
12	In service training for staff at ADAPT	37
13	Understanding and facilitating inclusion for a trainee from Baroda	1
14	Disability Awareness Programme for adolescent girls of Sahyog Umang	23
15	CII (3 months)	20
16	Inclusion Matters for Podar Education	62
17	Training for SSA in Nagaland	75
18	Training for SSA in Amravati	70
19	Disability and Inclusion for the ECCE trainees at Kangaroo Kids	15
	TOTAL	676

Mithu Alur Centre for Disability Studies (MACDS)

The MACDS comprises of a group of professionals working under the leadership of Dr Mithu Alur under the aegis of ADAPT. The core team is multidisciplinary comprising of experts from the field of

special education, physiotherapy, occupational therapy, counseling, policy analysis and disabled activists.

The MACDS was formally launched at a seminar organised by ADAPT on *Understanding Inclusive Education* on 1st July 2014 in association with Open Forum for Principals. The seminar was attended by thirty principals of mainstream schools and it helped them further their understanding of inclusion and social model of disability with most of them showing a keen interest in having courses conducted for the staff in their schools.



Launch of the MACDS on 1st July 2014

As a follow up, three short training courses of two days each were undertaken by MACDS, two of which were held at the ADAPT Bandra center and one was held at the Vikas Vidyalaya, Kandivali. The courses conducted were on topics namely '*Understanding Inclusion*' and '*Understanding Learning Disabilities*'. Dr Smita Desai of Drishti Remedial Centre was collaborated with for delivering a segment for the module on understanding learning disabilities. These courses were attended by a total of seventeen, twelve and seventy participants respectively. Feedback gathered from participants post completion of the training show that participants had not thought of promoting inclusion actively. Participants said that the training had created awareness and made them better prepared to teach children with learning disabilities.

In-service Training

In service Training is an integral part of the policy to develop and build up the quality of service in the organization.

Dr Alur with senior teaching faculty conducted an in-service training programme for the teaching and therapy staff on 14th November 2014 to update their skills in implementing good teaching strategies for effectively implementing the differentiated curriculum as set up by Dr Alur. This training workshop had a series of lectures on “The special school and classroom organization” by Dr Alur, “Resource Support, Teaching Strategies and Curriculum Planning” by Mrs Rekha Vijaykar, “Understanding Disabilities and treatment and intervention in Classes” by Dr Shabnam Rangwala and Mrs Asha Kumar, “Psychology of Disability” by Ms. Heena Sharma, “Aids and Appliances” by Dr Shabnam Rangwala and Dr Asha Kumar and CAPP and other Resource Material by Mrs. Varsha Hooja and Mrs Deepshikha Mathur. 37 staff from all of ADAPT's centres benefitted from this interactive workshop.

Training programs to enhance the management activities of the organization were also conducted. This included a session on team building and introducing the concept of the Balanced Score Card for all staff from all centres by Mr. Ravi Hooja, Skill Edge India.

ADAPT staff attended the relevant lectures conducted for the CII course. Some of the lectures attended by them included effective use of resource materials, management of children with Hearing Impairment and community based rehabilitation that would help them improve on their own intervention in the classroom or in the area of therapy.

A course by the therapy department was conducted by faculty from the Bobath Institute, UK and the details of the course are mentioned in the annual report of the therapy department.

Two other in-service trainings were conducted at the Bandra Centre. Eight teachers of Bandra centre attended a two day lecture series of one hour each on lesson planning by Mrs Deepshikha Mathur and two sessions by Ms Piyali Das on behavior modification. This year training sessions were conducted on Prospective Research Intervention with teachers of all three centres as part of the methodology of IRB prospective research.

External trainings

In addition to organizing in house in service training programs the staff were encouraged to attend training programs organized by other organizations with the aim of sharing ADAPT work as well as to

contribute to their own personal growth.

The trainings and workshops attended by the staff included:

- A Teacher Training workshop was conducted at the Chatrapati Shivaji Maharaj Vastu Shala on 'Make learning an enriching experience through visual thinking skills' which was attended by staff from the different ADAPT centres.
- Mrs Deepshikha Mathur and Ms Sangeeta Jagtiani were invited by The Department of Education of Groups with Special Needs (DEGSN) of NCERT, New Delhi to participate in a workshop to develop exemplar material at the upper primary level for children with disabilities studying in regular classrooms.
- Dr Gregg Beretan and Mrs Deepshikha Mathur presented a paper in the UGC National Seminar on Enabling Education: Equipping Students for Life in the sub theme of including the excluded titled 'Imagining a new classroom' organized by Pillai College of Education.
- Dr Gregg Beretan conducted a 3 hours lecture on inclusion for the students of M.A. in Disabilities Studies at TISS.
- The Department of Education and Department of Applied Psychology, University of Mumbai under the aegis of UGC Academic Staff College Mumbai organized an Interdisciplinary Refresher Course in Psychology and Education on Human Development and Well-Being: Psycho-Social and Educational Perspectives. Dr Gregg Beretan was invited to conduct a session on "Empowerment, Social Model and Inclusive Higher Education" for 25 teachers from the field of Psychology, Special Education, Social Work and Education who were the participants of the course.

Further networking

As part of the pedagogy, it is crucial that there is a common platform where information has to be shared with a larger audience. This is effectively done through the appointment of ADAPT staff on committees.

LIBRARY & MEDIA RESOURCE CENTRE

A library is a treasure-house of knowledge. A well-stocked library is an asset to any educational institution and to the neighborhood.

Services offered by our Library and Media Resource Centre (LMRC) include dissemination of information on current advancements in the area of education, disability, rights and entitlement, advocacy, counselling and allied issues to staff, parents, volunteers and other stakeholders. Reference services can be accessed through a wide range of books, national and international journals, encyclopaedias and a large collection of resource material.

Membership is open to individuals and institutions and the LMRC is increasingly being used by research students from other organisations. The LMRC also offers resources available with the British Council Library, the Tata Institute of Social Sciences Library, the American Library and the SNDT University Library of which we are institutional members.

Technology in higher education and research has caused libraries to reevaluate the services they offer and adopt new service models. As reported last year, the Library & Media Resource Centre (LMRC)'s Greenstone Digital Library software suite has proved immensely useful in supporting the Retrospective Research by providing the research team with ready access to bibliographies of publications, teacher trainee dissertations, case studies of students, project reports, audio-visual media and other useful resources.

In addition to Greenstone, we collaborated with the Tata Institute of Social Sciences (TISS) in Mumbai, to introduce in our LMRC, a library data-management software known as KOHA. It is an open-source

system which permits a librarian using a computerised system to enter data about a variety of books, publications, journals and more, and recall the same with speed and ease as and when required. Our Librarian has been familiarised with the operation of KOHA and this coming year onwards, it will be used to further enhance the quality of the service provided.

As always, the research team had access to the sizable resources of the libraries at the American Centre and the British Council. Having this facility was an immense boon, given the use of resources such as national and international journals and publications for strengthening the Retrospective Research through meticulous reference work.

REVENUE GENERATION

Sustaining Services

Another year gone by.....ADAPT is firmly in its fifth decade of developmental work. Going down memory lane one feels content to see that the path that has been walked on has made a difference to the lives of thousands across the milieu. The journey has been challenging, yet evolving.... a lesson learnt at every stage. Financial management has also evolved in a somewhat scientific way moving over the years from a charity model framework onto the path of a sustainable model. Embedded in the philosophy of collective responsibility and the ideology of inclusion has made it possible for every service to take ownership to underwrite 50% of its own funding needs and draw on the balance from ADAPT as the parent organization which provides the safety net.

Whilst ADAPT does not charge a fee for delivery of services, it encourages beneficiary families and friends to make voluntary contributions whenever possible and purely based on their socio-economic status. The organization is firm in its policy of "beneficiary first" and does not deny service to any beneficiary on grounds of inability of their families to make any voluntary contributions. It is crucial to note that in the year 2014-15, voluntary contributions comprise of only 8% of the revenues and 67% of the total beneficiaries availed of services without making any contributions.

Hence, there is still heavy reliance on donor funds, the applicability of the principals of sustainability has facilitated bringing together various stakeholders and assigning economic responsibility to them in a structured manner. This has resulted in community participation and drawing on the resources of the various stakeholders in a unique way and has been a crucial stepping stone for growth and has provided a strong foundation for venturing into new initiatives.

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

Whilst this model seems to have taken the organization a long way, the organization continues to be extremely conscious about financial management and sustainability year after year. It has therefore adopted a planned structured approach to both corpus (restricted funds) fund raising and yearlong initiatives in resource mobilization on one side and budgeting, cost cutting and periodic financial reviews on the other. It has attempted to keep itself abreast of the new developments especially in the

field of Corporate Social Responsibility and strengthen itself for future growth.

Whilst much has been achieved, many barriers overcome and many myths broken, there are miles to go.

Capturing the essence of 2014-15

The year 2014-15 can be rightly described as a year of growth in many areas and would not have been possible without the support of our corporate partners, donors and well-wishers. Funds have been raised both at the service and trust levels by way of corpus donations, sponsorships for deserving students, earmarked funds to support events, courses and campaigns, specific project grants and revenue generation initiatives. The introduction of Corporate Social Responsibility (CSR) under section 135 of the Companies Act has been a key factor in sowing the seeds for future CSR related projects. ADAPT's recognition by the government of India in the public gazette as one of the 47 institutions for CSR activities with corporates is a key driver for funding current and newer initiatives and future growth. This approval has been granted by the government after due diligence by the Home Ministry and Intelligence Bureau.

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 and is not encashable only on donor discretion and the yield from corpus is earmarked and utilized based on donor directions. Contributions towards these restricted funds during 2014-15 have been received from:

- Lutherhjalpen Fund
- Karita Benevolent Foundation
- Mohana Thakur
- Savi Thakur
- Ottobock Health Care India Pvt. Ltd.
- Kersy Katrak Trust 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 and in sponsorships of various events across the year. Donor wise contributions received during the year are reflected in the books of accounts.

Project Grants: ADAPT has made intense efforts to build on the increasing momentum of Corporate Social Responsibility (CSR). It has brought together like minded corporate houses and paved way for partnerships which are crucial in the larger framework of nation building.

Project grants received under these CSR initiatives are in the nature of partnerships and collaborations which have made it possible for us to take the work up on a more innovative platform.

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

ADAPT HPCL project: In its fourth year of partnership with HPCL, it is the largest single service project grant received from a corporate. The grant fund part costs of services for 300 children with disabilities at ADAPT services. The partnership has evolved over the years and many lessons have been learnt along the way. It has also been instrumental in the improvisation of the student records which have been the core documentation of service delivery and student progress over the four decades. Besides, the project grant each year supports infrastructural costs each year. This year a major contribution to the infrastructure costs was the waterproofing at ADAPT's Skills Development Centre which now houses the vocational programme wing of the projects funding.

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 and Lotus Trust continue 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: A successful decade long partnership of in funding and implementing the community initiatives in inclusion training course, the Women's Council and ADAPT have both given community rehabilitation a new dimension by training more than 500 master trainers across countries in the Asia Pacific Region. During the year, ADAPT and Women's Council have embarked to make efforts to make the courses which was fully funded by Women's Council sustainable. Organisations deputing students have been encouraged to raise funds to make contributions towards residential costs whilst the core training costs continue to be funded by Women's council. The ideology of sustainability has been extended to the course to ensure that no deserving student is denied a placement on the course due to inability to contribute towards it. Whilst the Women's Council sponsors lady students, Mr. David has been instrumental in extending this course to bring within its ambit gentlemen who have trained as master trainers. Continuing their support work to ADAPT in its community initiatives, Lord Mayor and Mayoress Alex and Jennifer Crawford have supported in making the course sustainable with their contributions supporting three lady students.

K. C. Trust: Having not only set up the computer centre at our Colaba service more than a decade and half ago, K. C. Trust continues to have faith in us and not only maintains the centre but also sponsors the costs of a computer teacher and facilitates us to keep up with the change in technology.

Mattel Children's Foundation: The foundation has supported the additional therapy costs for children with disabilities and other marginalized groups not enrolled in ADAPT services. This has been very effective in bringing under the umbrella a larger catchment of beneficiaries who benefit from ADAPT services and experience of over four decades.

HDFC: The year gave an opportunity to renew old ties with HDFC by way of support for equipment for the new Rehab Project in 2 phases. While phase 1 has been completed, phase 2 will be completed in the following few months.

SBI: Partnerships with public sector organizations like SBI has provided the threshold to take on major capital repair projects. The support has been instrumental in the infrastructural repairs being undertaken at the conference centre in Bandra, purchasing need based equipment and painting of the Bandra centre.

ONGC: Old ties were renewed with ONGC with funding support for reinforcement and upgradation of the library at ADAPT's Bandra centre.

Kotak Mahindra Bank Ltd has come forward as a part of their CSR programme to fund the CII student technical unit and funding of five students under the CII programme both in the coming financial year.

Quantum Advisors Pvt Ltd have come forward to support the stipends of trainees in the catering department, thus giving a boost to the vocational training unit.

The Union Bank Social Foundation has been instrumental in the replacement of two elevators at ADAPT's Bandra Centre. The *SBI Management Funds Pvt Ltd* have funded a Tata Sumo and a delivery van used extensively by students and staff for the vocational training and the Mithu Alur foundation rural programme at Pelhar and for exhibitions. Both these donations in kind have been invaluable in giving new perspective and impetus to the work and supporting a safe environment for our beneficiaries.

The Republic and Late Ms. Siloo Gandhi have been supporters of the student transport.

Revenue Generation Initiatives: Revenue Generation initiatives are planned and structured to carry forward the traditions of the four decades. They not only are a fund raisers but an important tool for sensitization and advocacy in the general community. The major fund raisers with the two pronged approach during the year were:

Star Collection Programme: The Programme is a unique demonstration of inclusion which draws participation from more than 25 schools and more than 6000 students. The students not raised funds for ADAPT but are well sensitized.

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. This year it was a special concert by Saagarika and Shaan which had inclusive performances by him with our students .which drew participation of 150 children with and without disabilities from 10 partner schools. The key supporters were Hemendra Kothari Foundation, Bloomberg Data Services Pvt India Ltd, Coca Cola India Pvt Ltd, Pantheon Infrastructure Pvt Ltd, IL & FS Financial Services Ltd, Pirojsha Godrej Foundation, Sun Pharmaceutical Ind. Ltd, Lotus Trust, Vijay Sales, State Bank of India and Union Bank of India.

Personal contributions from Jaya Bachan, Usha Katrak, Smriti and Dev Bulchandani, Deepa and Janak Dwarkadas, Mr. Ramesh Modi, Govardhan Israni, and Anjali and Dinesh Israni, Sonali and Niren Shah, Vikram Tannan, Nirmala Bhatija and Sangeeta Vaswani have gone a long way in supporting the new projects.

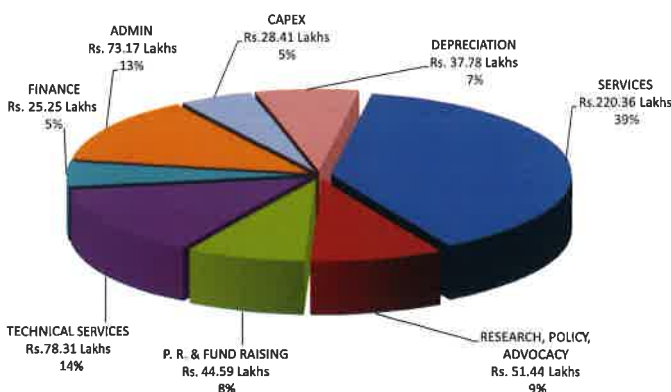
Mumbai Marathon: The ADAPT Rights Group lobbied for the introduction of the wheelchair event a few years ago and participates in the Marathon annually. Corporate support through the Corporate Challenge category not only helps to raise funds but provides an opportunity for spreading awareness. Support from Geltec India and Sidak Foundation have been consistent over the years.

Inclusion Mela and I Can Bazaar: These annual fund raising events are much sought after. While the Inclusion Mela is a fair, drawing participation from more than 2000 students from mainstream school, the I Can Bazaar displays and sells beautifully crafted hand made products by students of ADAPT's various services at Colaba, Bandra, Chembur and Dharavi. ADAPT's annual participation at the Kala Ghoda festival is an extension of the I Can Bazaar. These events create mainstream networks across different cross sections of the community besides being key planned revenue generation resources.

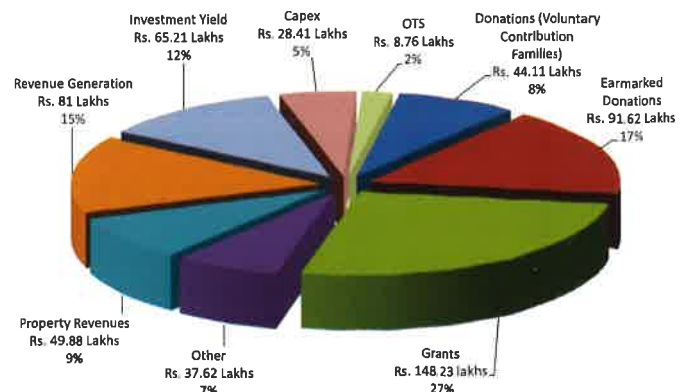
The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

As we wind up one financial year and move towards the next financial year we take this opportunity to thank all our donors, corporate partners, well-wishers, parents and volunteers. Your support is invaluable.

Application of Fund: Rs. 559.31 lakhs



Sources of Fund: 554.81 lakhs



COMMUNITY SERVICES

ADAPT has been working in different slums of Mumbai, for the past 29 years. The Sultan Noorani Memorial Karuna Sadan was set up in Dharavi following a request from Begum Bilquees Latif to Dr. Alur to set up services for children with disability in Asia's largest slum. A Preschool program for children with and without disabilities was set up in the year 1985. Over the years programs were added on through the setting of the *Junie Sethi outreach program* at Khar and other inclusive preschool programs in low resource settings across Mumbai.

Our community program extends its services to children and students with all types of disabilities as well as to children and students without disability across all socio economic strata. We operate our community services as we do for all our other services, on the Rights based model acting as a link between services available within the system and the beneficiaries. The carryover from the learning's of the Shiksha Sankalp model was replicated at the Dharavi center and a Hub center was set up at Dharavi in 2012.

The Hub is an all-encompassing unit that supports the needs of children with special needs in an administrative jurisdiction in a systematic and time bound outcome based manner. The hub operates from the Karuna Sadan center and the activities of the Karuna Sadan center are now managed under the Hub Center.

Report on activities of the Hub Center; Dharavi 2014 - 2015:

1. The Sultan Noorani Memorial Karuna Sadan:

This is the first preschool program set up by ADAPT in Dharavi and over the years it has shifted its operations towards inclusive education based on the findings of Dr Alur's PhD thesis entitled "Invisible Children – A Study of Policy Exclusion". Currently the Karuna Sadan center functions on the paradigm of the Integrated Child Development Scheme Programme and continues to operate as a demonstration unit to show the government that inclusion **MUST** and **SHOULD** begin at the preschool level. It provides inclusive educational services to children in the age group of three and a half to five and a half years and offers the following services:



Learning is fun

- a. *Inclusive education:* Inclusive education is provided based on an enrichment programme that has been developed as part of a research project conducted by ADAPT in the year 1999 – 2001 in partnership with UNICEF. The curriculum covers ten critical areas of growth and development for the child in the age group of 3-6 yrs as this is the target age group of the children attending the anganwadis (pre schools). The ten areas covered in the curriculum are visual – perceptual training, language development, pre reading / number, prewriting, creative activities, music and movement, free play, dramatics, yoga and prayers, ethics and sports. This year we enrolled 100 children out of which 18 children are with disabilities.
- b. Nutrition plays an important role in brain development and learning in the early years. And therefore forms an important part of the anganwadi program. Each child attending the anganwadis is provided with a nutritious snack like a fruit, chikki, laddoo, bhel etc. on all days he/she attends the anganwadi.
- c. *Therapy services:* Therapy is provided to children with disabilities through the teacher or a therapy aide who is guided and supported by the professional team at ADAPT school centers. All

children visit the Bandra center for their professional assessments once through the year. All 18 children with disabilities enrolled at the anganwadi service were provided therapy by the therapy aide based on a program given by the professional therapists. In the year 2014 – 2015, 6 children were provided physiotherapy, 5 children were provided occupational therapy and 7 children were provided speech therapy.

d. Extracurricular activities: The teaching methodology is largely based on the play way method and therefore extracurricular activities form an important part of learning. The teaching of the syllabus as planned is supported by the various extra-curricular activities and events. Mentioned below are few of the activities conducted through the year in addition to the celebration of all local festivals.

- A Mime show was organized in collaboration with Helen O Grady International by a Swiss based theater group named Andrayas for the students of ADAPT and children from the anganwadi also attended the show.
- Events such as Raksha Bandhan, Idd, Gokul Ashthami, Ganesh Chaturti, Diwali and Christmas were celebrated at the Karuna Sadan center.
- On the 15th of August, 30 children, 30 parents and 8 staff members from Dharavi attended the flag hoisting programme at Adarsh Krida Mandal, Sethwadi, Dharavi.
- Drawings and paintings made by children of the anganwadis were displayed at the “I Can” bazaar, the annual art and craft exhibition of ADAPT held from 17th to 19th October at the ADAPT Bandra center. Diyas and potteries coloured and decorated by staff and children of anganwadis were displayed at the bazaar.
- Inclusion Mela & Sports Day of ADAPT were held on 23rd January & 27th February 2015 respectively which were attended by 50 students from the Karuna Sadan center. The former was held at the ADAPT Bandra center and later at the Guru Harkishan High School at Khar.
- A painting competition was held on 19th February 2015 & on 24th April the Annual day was held where students and parents from the Hub center were facilitated.



Ms. Neelima Dalvi giving medals on sports day

e. Mainstreaming of children from the community: 12 children with disabilities from the Karuna Sadan center were admitted to mainstream schools in June 2014 where as 4 children with disabilities have been admitted to special schools.

2. The Hub center is the key structure to provide resource support to children with special needs studying in local mainstream schools. A Hub center is manned by a team of professionals, the Community Resource Support Team (CRST) based on a needs of the students enrolled under the Hub. Activities of the Hub include visits to the mainstream school by members of the CRST and provision of need based services like physiotherapy, occupational therapy, speech therapy and remediation with the aim to guide the teacher in inclusive strategies.



Teaching one to one

a. Direct intervention activities of the Hub

- This year the Dharavi Hub has been providing resource support to 76 students enrolled in 10 mainstream schools in Dharavi.

- Of the 76 enrolled students, 58 are provided direct interventions where as 18 students are monitored on an ongoing basis for their progress.
- Interventions to the students are as follows; 19 students receive only physiotherapy, 13 students are provided only speech therapy, 8 students are provided only remediation, 6 students are provided a combination of physio and speech therapy, 8 students receive a combination of speech therapy and remedial interventions, where as 7 students receive combination of physio therapy, speech therapy and remediation, where as 15 need only monitoring.
- 10 schools have been visited on weekly basis to provide a need based interventions
- One student has been referred to the Sion hospital for further audio logical testing and hearing aid trial.
- On the 4th of August 4 students were referred for tertiary screening to Sion hospital so that their IQ tests could be done and then they may be referred for procuring of disability certificates.
- One student has been referred to Sion hospital for Audiology testing
- Six students had been referred for procuring of their disability certificates of which all student has received disability certificate
- 2 students have procured aids and appliances at a camp conducted by NIDHI charitable trust on 1st November 2014 at Mahalakshmi.

b. Other interventions

i. Parent partnerships

- Various programs for parents are held through the year beginning with an Orientation program at the start of the academic year.
- Parents from Hub are encouraged to attend all ADAPT programs; 5 parents attended the cleanliness drive on 14th November under the “Swachh Bharat” campaign organized with support from the local BMC and MLA Mr Ashish Shellar.
- An awareness program for parents on issue Health, Hygiene and Nutrition were conducted on 24th of September 2014 by a resource person from the department of Preventive and Social medicine, LTMG Hospital, Sion and was attended by 85 parents.
- Awareness programs on the RTE, Government concessions for children and persons with disability & the importance of disability certificates was conducted at the Karuna Sadan Center for all parents of students enrolled at the Hub.

ii. Mainstream Teachers Training

- Interviews with school teachers from two schools in Dharavi have been done to understand their perspective on inclusive education. The peers of the children with disability have also been spoken to, to get their perspective.
- Private schools were approached to conduct teacher training for their teachers.

iii. Networking with government/SSA

- Ongoing networks continue to be maintained to engage with the SSA for provision of resource support, to conduct teacher training in the BMC schools and permissions to visit BMC schools.
- The Education Officer and Resource Person for Dharavi have been met up with for the same.

iv. Staff training

In-service training

- A beginning term refresher in-service training was held for eight days for the community workers from 2nd June 2014 to 10th June. The aim was to prepare them to refresh their skills in handling children with varying disabilities. A case study methodology was used for providing the training.
- 11th June 2014, Senior Director Bandra center, Mrs. Rekha Vijaykar conducted an in-

service training on Inclusion for all staff at the ADAPT Bandra center which was attended by the staff from Dharavi center.

- A two day training program on Learning disabilities was organized as an in-service on the 1st and 2nd of August 2014 by internal faculty Ms Sangita Jagtiani, Mrs Deepshika Mathur and Mrs Shobah Sachdev. This training was attended by two community workers from Dharavi.
- As part of team building activities and formulation of goals for each department a team workshop was organized on 7th August 2014 by the HR department of ADAPT which was attended by six staff from Dharavi.
- The two freshly inducted community resource support team members underwent a one month practical training to help them manage the students enrolled under the Dharavi Hub. The training included practical aspects on how to identify disability and interventions strategies for them on a case based approach. This training is aimed at empowering them to provide interventions to the students in the project.
- A midterm in-service training was organized by the chairpersons office and conducted by Dr Mithu Alur and senior team at ADAPT on the model of intervention as has been set up by Dr Alur. The training was titled “Holistic and integrated Training Programme for Education and Treatment” and was conducted at the Bandra center.
- Sensory motor training for all staff was held on 12th March 2015 by Mr. Sanjay Rahate a like skill course trainer. The talk was attended by three community workers.

External training programmes

- Inclusive workshops in collaboration with Chatrapati Shivaji Vastu Sangrahalaya were held which were attended by 7 staff members. The workshops covered activities like Tribal Art on T-shirts, Beijing opera mask making and printing on cloth using tie and dye, block printing and screen printing from 14th April 2014 to 30th April 2014.
- On 8th July 2014, two staff of ADAPT community services, Dharavi attended workshop on Right to Education organised by the NGO World Vision, an ADAPT partner in Dharavi promoting inclusive education for children with disabilities in Dharavi. This workshop was conducted for teachers and principals of BMC schools and ICDS community workers of Dharavi and was conducted by resource person from Sarva Shiksha Abhiyan.
- Two community workers attended a workshop on 22nd November on 'Paediatric Traumatic Brain Injury: From Clinic to Classroom'. This was a practical session that covered the management of children with cognitive and behavior issues post brain injury and strategies to include them in the classroom. A talk was held at the Bombay Hospital Auditorium and the speakers were Dr Kaushansky a neuropsychologist and Dr Julia a special educator from Vancouver Canada.

v. Training programs conducted under the IEDH

- ADAPT was invited to conduct a training program on “Inclusive Education: Mainstreaming of CWD under RTE Act, Strategies for Integrating CWD in Regular Schools” organized jointly by World Vision India and Maharashtra State Commission for Protection of Child Rights (MSCPCR) for Education Officers, Principals, teachers and SMC members of Dharavi.
- Two members of ADAPT staff Mrs Gulab Sayyed and Miss Poonam Nair conducted a sensitization workshop for 70 beneficiaries of World Vision, our partners in Dharavi on the Rights of persons with disability, concessions and schemes for persons with disability and the Right To Education Act and available rights under the same for children with disability. This workshop was held on 3rd December on the occasion of World Disability Day and was held at the Dharavi Sports Complex.
- ADAPT partnered with SSA to conduct a training program for the principals of all BMC schools in Mumbai which was also attended by the principals from the Dharavi schools.
- ADAPT in partnership with World Vision conducted an awareness program on “Strategies for including students with disability under the RTE” for ICDS teachers of Dharavi.

vi. Screening activities

- In June one student with hearing impairment was operated for a cochlear implant surgery and the CRST provides home based intervention to the student.
- Referrals were made to Sion hospital, Ali Yavar Jung, JJ hospital and All India Institute for audio logical testing, hearing aid trial and disability certificate referrals. Six students have procured their disability certificates.
- Five students were referred to a Heart camp held by Shri Satya Sai heart hospital on 3rd August 2014.
- Ten students were referred to a camp conducted by The Neurology foundation on 14th September 2014 at the Sion Hospital.
- Two students were provided aids and appliances at a camp conducted by NIDHI charitable trust on 1st November 2014 at Mahalakshmi.

vii. Community partnership & Sensitization activities

- Approximately 1000 houses have been sensitized on RTE, disability and inclusion this academic year in Dharavi.
- Mrs Gulab Sayed was requested to address a gathering of approximately 200 people from Dharavi on Independence Day and address them on the services of ADAPT, on inclusive education and RTE.
- Street plays were conducted on sensitization and awareness on the Right to Education and Inclusion from 5th Dec 2014 to 9th Dec 2014 at different locations at Dharavi.

PELHAR: THE MITHU ALUR FOUNDATION

The Mithu Alur Foundation (MAF) was set up in Pelhar, a cluster of 22 villages in the Vasai Taluka, Palghar District in the year 2006 by Dr Alur to address the developmental needs of the rural population in India through the creation of an inclusive village model. The MAF began its activities at Pelhar through a feasibility study to understand the needs of the local population and to embark on a journey of inclusive development through a participatory approach. The Shiksha Sankalp (SS) project was the first major project of ADAPT under the MAF which was conducted from 2009 – 2013 to implement the Right to Education Act. The learning's from the project were operationalised under the MAF.

Report of MAF 2014 - 2015

The major learning of the SS project was the need of a Hub Center to continue to promote and monitor inclusive education in every district, block and cluster of the country. The MAF set up a Hub Center at Pelhar and all its activities are carried out through the Hub Center.

Activities for the year 2014 - 2015 were

Direct Interventions

A total of 46 students were enrolled under the Hub center in Pelhar for this academic year and resource support was provided to them by the multipurpose rehabilitation worker based on the individual needs of every student as per the needs analysis done by the Community Resource Support Team (CRST).

Support provided:

- 5 students were provided home based therapy



Physio therapy and Remedial in Mobile van

- 11 students were provided physiotherapy
- 3 students were provided occupational therapy
- 8 students were provided speech therapy
- 15 were given remedial support
- 4 students were provided physio therapy, speech therapy and remediation support.

An 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.

In June 2014 admissions for four children with disabilities had been procured into local Zilla Parishad and private schools through the support of the Hub.

Training programmes

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

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

- Inclusive workshops held at the Chatrapati Shivaji Vastu Sangrahalaya on Tribal Art on T-shirts and jewellery making. The aim was to use the skills acquired to train Self Help Groups and DPO groups in income generating activities.
- MW's were also part of all the in-service training mentioned under the report of the Dharavi Hub.
- The community workers and two members from the DPO group attended a District level program held at Chulne organized by the Thane Mahila Rozgar Yojana On 14th of September 2014.
- One of the Pelhar community workers successfully completed the three months residential course '*Community Initiatives in Inclusion*'.

Networking

We network with the officials of the Sarva Shiksha Abhiyan (SSA) as well as all the local school coordinators, school teachers and resource persons through the year so that support may be procured for our beneficiaries through the Sarva Shiksha Abhiyan. We visited the recently established Vasai – Virar Mahanagar Palika's, Women and Child Welfare Department and Education Department to avail of the benefits of the new schemes for disabled children and the Women's Group.

Regular visits were made to the Thane Civil hospital for procuring disability certificates for the beneficiaries of the Hub.

On the 6th of September Mrs. Surekha Kedar a local Mahila Adhyaksh distributed food and toys to families of children with disability at the Pelhar Hub. 300 families from Pelhar including our beneficiaries benefitted from this activity which was coordinated by the Pelhar Hub staff.

Teacher training

A three day teacher training programme was conducted for mainstream school teachers of Pelhar in which 25 teachers from 6 private schools were trained in strategies to include children with disabilities in their schools.

Screening and health support activities

Screening has been one of the major components recommended by the Shiksha Sankalp project and therefore it is necessary to replicate the same at all Hub centers set up by ADAPT. As part of the process five beneficiaries have been supported and referred for medical screening to camps organized by other NGOs like Lokanayak Nirmulan Kustarog Sansthan and Avadoot Ashram. 6 people were referred to Lotus Eye Hospital for follow up. Fifteen persons from the community have been referred to a free Heart

camp held by Shri Satya Sai Heart hospital in association with HPCL which was held at Holy Spirit Hospital, Andheri on the 3rd of August 2014. A further twenty people with disabilities and fifty people from the community were referred to a health camp conducted by Baudh Udheshiv Sanstha on the 6th of September 2014 at Virar phata where patients were evaluated by doctors and free medicines were given. One beneficiary was referred to Ali Yavar Jung for audiological testing so that she may procure a disability certificate. Ten persons procured aids through a camp organized by the District Rehabilitation Center (DRC) at Bolinj, Virar.



Participated in Kavi Sammelan at Kalyan

Sensitization activities

Sensitization and awareness programs in the community are an ongoing activity of the Hub. Street plays as well as home visits are ways to spread awareness on RTE and inclusion. During local festivals and at informal community gatherings the community workers use this opportunity to sensitise the residents on inclusion, inclusive education and RTE. Approximately 3000 people from Pelhar were sensitized to disability and inclusive education.

Disabled persons Self Help Groups and Skills Development

It has been our endeavour to set up and strengthen a group of local disabled self-advocates. The move towards this had been initiated under the SS project and over time support has been given to the group. Employment has been one of the main area of concern of persons with disability and with this a gradual move to empower them and move them towards skills development activities had been initiated. A group of thirty one disabled persons has been organized so as to develop them into a Disabled Persons Organization (DPO) over a period of time. Meetings of this group were held twice a month to discuss income generation, procurement of required disability documents and planning for developing different skills for the group. Twenty two members of the group were supported to attend the two day Sahitya Kala Sammelan at Kalyan organised by Maharashtra Rajya Apang Vidhya Vikas Maha Mandal on the 21st and 22nd of August 2014. In partnership with the Coca Cola Foundation of which Dr Alur is a member, refrigerators have been given to six members of the disabled group with the aim to help them set up income generation activities. Four of the members have used these refrigerators and set up local kirana and general shop in their locality.

Networking with different organizations such as Srujna Charitable Trust and the Government of India's, Community based Vocational Rehabilitation program had been established with the aim to move towards skills development for the beneficiaries of Pelhar. A visit for thirty five members from the DPO group and savings group along with three staff to the community outreach center of Srujana was organized on 19th December 2014. Partnership with the Srujana Trust is being explored.



Mr. Dilip Patil, Head trainer from VRC interacting with the trainees of automobile course

Collaboration with the Vocational Rehabilitation Centre for the Handicapped, Ministry of Labour and Employment, Government of India has been formalized by Swami Mounananda, Advisor, Skills Development Centre. Vocational training programs have been planned after discussions with the beneficiaries, keeping their abilities and skill sets in mind. Hence, skills that will lead to future employment have been planned in the areas of Automobile repairing, Tailoring and Production of ceramic artifacts. The first course to start is the Motorbike Repairing Course for which work of evaluation of students for their intake into the course began from 9th January 2015. Twenty nine students were shortlisted for the training and the course was formally inaugurated by the VRC team led by its Deputy Director Mrs. P. Lajju on the 3rd of February 2015 by Mr. Suresh Baswant, Corporator, Pelhar in the presence of VRC staff, Mr. Dilip Patil and Dr. Suresh Kushwaha.

Formal training began on 1st April 2015 by an ITI trained Vocational course Instructor who was recruited by ADAPT on the recommendation of the VRC. Fifteen participants registered for the course and periodic evaluation of the programme is done by VRC training section. The process to procure stipend for the enrolled trainees is in process and course will complete in September 2015 after which job placement for the trained beneficiaries will be initiated.

Eighteen DPO members participated in a Sports Mela for the disabled organized by National Confederation for Development of the Disabled. They participated in the various sports event and nearly eight of the beneficiaries were awarded medals and certificates. Two women with disability have procured sewing machines from the newly established Vasai Virar Mahanagar Palika.

Awards for our Members from Pelhar

Through the networking and support of the Hub two members of our DPO won laurels for us this year.

Mrs. Rama Pawar received the Nandadevi Rural Rehabilitation Award and Mrs Savita Baban Sonawane received the Woman Change Maker Award from Srujna Charitable Trust. Mrs. Pawar received her award at a ceremony in Ahmedabad on 18th January 2015 and Mrs. Sonawane received her award in Mumbai on the International Womens Day 8th March 2015.



Community development activities

A self-help group of twelve women meet regularly and have a monthly savings account with the Bank of Maharashtra. These women comprise largely of women from the community and also include mothers of disabled children. Various meetings of the group were held throughout the year to encourage them to explore different ways to generate income for their families.

Future Plans

The aim at the Pelhar Hub will be to continue networking with the government to transfer the school based community activities under the Sarva Shiksha Abhiyan. Skills development will be the focus for the coming years and more programs based on local needs will be introduced government programs.

RESEARCH STUDIES

Research has always been an integral part of our mandate. Dr. Alur's doctoral research entitled *Invisible Children: A Study of Policy Exclusion* on policy for persons with disability in India paved the way for international projects and other research studies. Dr. Alur set up the Institutional Review Board (IRB) or the Ethics Committee to guide the projects undertaken at ADAPT. The IRB is Chaired by Dr. Samiran Nundy and Dr. Farokh Udawadia and consists of other eminent doctors, namely Dr. Armida Fernandez, Dr. Anaita Hegde and Dr. Surajit Nundy, and erudite professionals like Dr. Mithu Alur, Professor Zenobia Nadirshaw and Dr. Anuradha Sovani. Dr. Maria Barretto and Professor JC Sharma are on board as consultants.

The IRB guides the studies undertaken by the Action Research Team comprising of practitioners (special educators, therapists) at ADAPT. The research studies have been carried out under the guidance and supervision of the Principal Investigator, Dr. Mithu Alur, Professor Zenobia Nadirshaw, Dr. Anuradha Sovani, Dr. Maria Barretto and Professor JC Sharma. Some of the studies undertaken have been 'A prospective study tracking changes (if any) in adaptive behaviour in a child/adult with cerebral palsy following a holistic intervention' and 'A Narrative Exploratory Study of Inclusion of Children with Disability into regular mainstream schools.'

The highlight this year has been the completion of the Retrospective Research undertaken by Dr. Alur entitled '*A New Model of Care: The Spastics Society of India*' and we are pleased to share that this is being published in the form of a book by Sage Publications.

The book is about the disability movement in India, the organisation that played a critical part in developing policy and practice for children with disability and about a mother who lead the movement. It is a historical retrospective and prospective research study extending over four decades, conducted by Dr. Mithu Alur and team under the auspices of the Spastic Society of India. It chronicles a new holistic model of care and rehabilitation towards children with serious neurological insult, such as Cerebral Palsy (CP) as well as other physical disabilities.

Written in a narrative style, it investigates and examines over four decades of service with the aim of validating the impact and effectiveness of this unique psycho-social model that disregarded the norm, pushing boundaries to combine education and treatment under a special school rather than a hospital setting, which although very common in the developed countries, was unique and the first of its kind in India, a model that has been replicated in more than 24 States in the country. It demonstrates that a holistic approach to management, combining education, treatment, training, skills development and psychosocial support in a Centre such as ADAPT, can bring such terribly neglected and deprived children into the mainstream of life.

On a parallel level, it is the story of a mother who was determined to bring international standards of care to India, a country which had no care at all and of how she and her daughter emerged in leadership roles and made unique contributions. It is also about how the birth of a single child with cerebral palsy made an impact on the child Malini's family and how this family contributed across the country and so we now have a movement in the country, inspired by a single child Malini Chib.

Two threads run through the book: the development of technical know how and reformative action in the country and the policy changes that were the result of this such as neurological disability and cerebral palsy which previously were not one of the governments officially recognized disabilities is now recognized by Ministry of Social Justice & Empowerment and that 30 million children with disability have the Right to Education under the Right to Education Act.

One of the main features is that of a family that went out of its way to promote the model of care in India. The growth and development of the Spastics Society of India has been a family movement. This started in Bombay inspired by the family of Malini. Though in the West, services have been initiated by parents, however, in India, because of the strong joint family system a broader group of the extended family came forward. Human interest stories of people with multiple disabilities and their families and their successes forms an integral part of the book.

A deft combination of quantitative and qualitative research methods has been used, drawing on multiple sources of information. Some of the methods used include desk and field research, tracking documents through historical research from the Library and the Archives involving audio-visual material, observations, questionnaires, interviews and focus group discussions. A case study approach examining the organization under 10 agreed Domains has been applied.

The validity and impact of the historical research embodied in this book is best judged by the performance of the students. Many disabled students from ADAPT with help from skilled teachers have passed their Board Exams with distinction. Students have been able to pursue Higher Education and Technical Education and pursued careers in accounting, journalism, finance, computing. They have pursued academics at the Masters and Ph.D. level. Some have set up their own successful businesses and become accountants, journalists, teachers and professionals in many other areas. Over 300 models of employment have been developed.

This book will be of interest to doctors, therapists, teachers, psychologists, social workers and anyone who care to start a centre for children with cerebral palsy and for those who are disabled or disenfranchised.

In the words of Dr. Farokh Udawadia, who has written a foreword to the soon-to-be-published book:

“Integration brings with it a sense of belonging, security, confidence and an overall enrichment and purpose to their lives. Dr. Alur and her colleagues have succeeded in doing this and deserve our plaudits and congratulations for their dedication and work.

The validity and impact of the historical research embodied in this book is best judged by the performance of the students. Malini is an example- she completed her Desktop Publishing from Oxford Polytechnic and completed her double Masters in London. Malini is presently with Tata Consultancy Services in London and manages well. Many other disabled students from ADAPT with help from skilled teachers have passed their Board Exams with distinction, gone onto University, and become accountants, librarians, computer experts, and a number of them have set up their own businesses and are holding jobs successfully.

Dr. Alur and her colleagues have blazed a worthy trail which many have followed and many will continue to follow. Her approach to the empowerment of disabled children as detailed in this book may well serve as a model for other workers in this field. This book should be read by doctors, physiotherapists, social workers and all those interested in this field of human endeavor. Infact it should be read by all who care; caring for others, in particular for those who are disabled or disenfranchised, enriches the quality of life in this world—enriching both those who are cared for, as also those who care.”

THE ADAPT RIGHTS GROUP (ARG)

Persons with disability are most often faced with an insurmountable plight- they are regarded to be less than human by the other so-called 'normal' members of society. At best they are ignored; at worst they are hidden away, as their mere existence is thought to be shameful, even offensive to others. This has led to a severe suppression of the disabled community in their quest to excel; as the fundamental tools they require, the very same tools that are enjoyed by all other members of society without sparing a thought, are given the shape of unattainable privileges. The immutable social construct that emerges also creates a distorted identity of the disabled in the minds of able bodied members of society. This catalyses the vicious cycle that emerges where segregation, discrimination, ignorance and subjugation rule supreme.

Rural and urban areas alike are ridden with an abominable deficit of awareness, sensitivity and accessibility. The fundamental rights of disabled citizens are violated frequently and is not even thought of as an offence. Thus, to actively engage with these predicaments through active participation of the Indian society, The ADAPT Rights Group (ARG) was founded in 2001 by Ms. Malini Chib, writer, activist, Trustee & Honorary Secretary, ADAPT, along with Dr. Anita Prabhu and several other disability rights activists. This spirit of the group emanated from the facile and logical thought process that the disabled be instrumental in spearheading, shaping and determining India's disability rights agenda. 14 years hence, the ARG continues its unremitting mission of securing the fundamental rights of the disabled by fighting for legislative and systemic reformation. The goal is to increase mainstream visibility of disabled people. The Group's unfailing motto, since its institution, has been - *Nothing About Us Without Us!* It has been constructed with the infallible belief, that disabled people themselves are the most formidable advocates for disability rights. This conviction has moulded the focus of the ARGs work - the creation and flourishing of a network of self-advocates. This has been a multi-level strategy and we have continually strived to establish connections with organisations of the disabled worldwide.

Universal Design has been another primary focus that the activities of the ARG have sought to engage with. Universal Design not only deals with accessibility in the physical environment but also includes in its ambit the changing of attitudes and behaviour of the non-disabled towards disability and persons with disability. Accessibility is not limited to the physical environment and accessibility of curriculum, accessibility in terms of sexuality, accessible media, information and technology are all aspects that have been blatantly turned a blind eye towards. Not only the government but also several private bodies have

an insouciant attitude towards the true, broader ambit of the concept of accessibility. Thus, to rectify this, the ARG continues engage with these entities, its activities focused on boosting awareness of disability rights, carrying out access audits in order to identify architectural barriers and shortcomings as well as training and empowering the disabled and the non-disabled through various courses and seminars. The ARG works in tandem with and closely with the newly created Mithu Alur Centre for Disability Studies (MACDS) to ensure that all training courses offered by ADAPT have disability rights and empowerment rooted in them.

One of our greatest successes in the year, was when we managed to convince the management of Fab India's Kalaghoda store in Mumbai to put in a foldable, portable ramp in order to make their premises accessible to shoppers in wheelchairs. Thanks to the support of Mr. Yeshwant Rao Holkar – who is a passionate champion of accessibility for all, and one of the Founders of Umoja (an app to help disabled travellers choose accessible hotels and share information about the accessibility of hotels they've been at, online), we managed to get this done in just a couple of months. The ARG also acknowledges Ms. Neenu Kewlani, one of its Founder Members, who helped conduct an access audit of the store's premises and provided guidance for the construction of the ramp that was soon put in place. The ramp, itself, was constructed by Ms. Rashna Engineer, who has founded a company called 'INCLUDE' which works towards customised access requirements of users with disabilities. The ramp was inaugurated on 15th August this year, when a group of students from ADAPT visited the store and had a gala time at the celebration event organised for them by Fab India in their newly accessible premises!

Awareness Generating Activities

Mumbai Marathon

As has become yearly tradition, ARG zealously took part in the Wheelchair Event of the Standard Chartered Mumbai Marathon in January 2015. The ADAPT contingent was joined by eminent personalities, including the well-known Bollywood actor and star of the award-winning film Margarita With A Straw, Kalki Koechlin. This event has grown to become a stellar platform to raise awareness on what the people with disability are capable of, by focusing on ability over disability. The scores of people who use wheelchairs who turn up for the event only proves that disability is no dampener on courage and zest.



Kalki Koechlin at the Mumbai Marathon

International Women's Day

ARG took part in the celebrations of International Women's Day on the 8th of March, 2015. People from all walks of life, including artists, activists and academics, gathered to celebrate women and their strength but also to highlight, in public discourse, the discrimination and injustice that continues to be a menace in contemporary society. There were enlightening panel discussions where well-known activists and personalities such as Ketna Mehta, Neenu Kewlani, Pooja Ruparel and others spoke. The highlight of the event was a stellar rap performance on Women's Empowerment by MC Manmeet Kaur, one of India's very few female rappers.

International Day of the Disabled (IDOD)

The ARG annually organizes celebrations in order to commemorate the International Day of the Disabled. This event aims to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of persons with disabilities in every aspect of political, social, economic and cultural life. It is celebrated on the 3rd of December each year. This event serves as an excellent platform to publicize our



'Mumbai Rising for Disability Access' on World Disability Day, 2014

'Mumbai Rising for Disability Access: We the People too' campaign. This seeks to ensure that the public spaces of our city are truly *public* and are accessible to all. This year, organised in the picturesque lawns of the Chattrapati Shivaji Museum (formerly The Prince of Wales Museum), the event had multiple panel discussions on varied themes; each session was chaired by an eminent personality and contained experts in areas pertinent to the discussion – there were panels on access, rights, media and more. Entertainers, activists, academics and concerned citizens gathered, that evening, for an educational and intellectually-charged event. Eminent personalities such as Dia Mirza, Nagesh Kukunoor, Ashish Shelar and others graced the occasion with their presence.

Our goals and wants are simple and urgent, but the path to these goals is thorny and full of adversity. But this has never even been a hiccup for our team of driven, passionate and perseverant activists, writers, auditors and members, both disabled and non-disabled. We indefatigably step out in our unwavering aim to investigate, synthesize and implement sustainable solutions to sort out the multifarious issues that are spawned by the appalling dearth of awareness, sensitivity and concern in all sections of society. The year ahead promises to be an eventful one, with expansive and extensive training programmes on self-advocacy, numerous access audits and lobbying for the rights of the disabled community. We are prepared to break through all obstacles to reach our targets.

NATIONAL & INTERNATIONAL LEVEL WORK

Though India has a legal framework that guarantees equality and provides protection against discrimination of persons with disability (The persons with Disability Act, 1995), the existing legal framework is inadequate and discrimination in both the private and public sector remains unregulated. The government's own statistics report that 90% of persons with disability are out of the ambit of services (GOI, 1994). The Government's apathy and indifference also prevents persons with disability from accessing existing provision and services available to other vulnerable handicap people rather than the disabling the condition itself. Social injustice has become institutionalized resulting in a violation of human rights. Bearing in mind that 90% of people with disability are outside the purview of services, it has become critical to address this violation of human rights.

Dr. Alur questioned the lack of policy for persons with disability in her doctoral research and found a tendency to pass on the responsibility for persons with disability onto civil society and communities. Persons with Disability (PWD) have been blocked out of our everyday reality, touching only those who are caregivers.

The National and Asian Resource Centre for Inclusion was set up as an outcome of her findings to address this exclusion and looked at the micro-mezzo and macro aspects of inclusion. Our National and International work therefore focuses on reducing the marginalization and changing of attitudes.

ADAPT has been in the forefront in advocating for the rights of disabled people generally and persons with CP in particular through the ADAPT Rights Group set up by Malini Chib. We felt that a **Public Awareness Campaign on Social Inclusion** aiming at changing attitudes would impact a broad spectrum of the community and the social marginalization of persons with disability in India would reduce through a heightened awareness.

This year we have had a major advocacy campaign to spread awareness about cerebral palsy through the film *Margarita with a Straw*. Cinema is the most powerful tool to raise awareness. There have been some earlier films on disability made in Bollywood, however none on a person with cerebral palsy. A film had now been directed focusing on a young girl with CP. '**Margarita With A Straw (MWAS)**' is directed by Award Winning Director Shonali Bose who is also Dr. Alur's niece. Ms. Malini Chib was the inspiration for the film which is about a courageous woman with cerebral palsy

Keeping in mind that Malini has been the spirit behind the setting up of ADAPT itself and is now a

trailblazer in her own right and the inspiration for the film, and that ADAPT has always worked towards influencing attitudinal changes in a concerted manner, ADAPT envisaged the film to be an extremely effective and crucial tool of advocacy and joined hands as a co-producer.

The film has done us proud and won a host of international awards including the NETPAC Award at the 2014 Toronto International Film Festival (TIFF). Kalki Koechlin the lead actor won the Best Actress award at the Tallinn Black Nights Film Festival held in Estonia. The Film won the Audience Award and the Youth Jury Award at Vesoul Film Festival in France in 2015 and the Best Composer Award at the Asian Film Awards.

The film was selected by the British Film Institute (BFI) for the London Film Festival and was given a red carpet Premiere. Tata Consultancy Services (TCS) honoured their employee, Malini Chib for being the inspiration for the film at a pre film reception hosted by them.

ADAPT hosted the Mumbai Premiere on the 16th of April where there was a dialogue with the Director and the cast after the screening.

'Margarita With A Straw' has put cerebral palsy out in the public domain and spread awareness about cerebral palsy and ADAPT both nationally and internationally.

Shonali Bose wrote,

I have grown up immersed in the work of my aunt Dr. Mithu Alur with the Spastics Society of India. I have witnessed the struggles, the pain, the hurdles, the triumphs and the enormous growth of this organization and movement.

But the first time that I truly engaged with the organization myself was in making my feature film – Margarita, With a Straw – in which the protagonist has cerebral palsy.

The film could not have been made without the enormous support of the organization.

We worked with the physio and speech therapists in understanding the mechanics of the condition so that our able bodied actor could authentically perform the role. The School organized for her (our actor) to spend time with the youth so that she could experience their lives, their joi de vive, their emotions and how they physically expressed themselves. They allowed us to use the institution to hold our auditions, do our editing, and all the myriad work involved in making a massive feature film.

At all times they were open and supportive never interfering in the creative process but just there to guide and make things happen. My fear was that they would want to intervene and make changes in the script as the story was about something very taboo – the sexuality of the disabled. Their whole hearted support of the film made this journey very special.



Other inputs have been at the Conference organized by the International Federation of Neuro Rehabilitation in Mumbai which for the first time included social and emotional aspects of rehabilitation moving away from the medical focus. Dr. Alur was on the Committee and three members of staff presented. Our students were also invited to perform and received a standing ovation.

At the National Level, we have created the Mithu Alur Centre for Disability Studies to address diversity and inclusion and to promote innovative, interdisciplinary manpower training about disability, empowerment, gender inequality, human rights and inclusion. This will be in the global context with a specific focus on urban



Dr Rangwala, Mrs Asha Kumar and Mrs Hooja at the IFNR conference Mumbai

and rural India. The target group for this training would comprise policy makers, bureaucrats and administrators in Government departments, regular and special education teachers, professionals in the filed dealing with children at risk and with any kind of learning impediments and workers. The MACDS will also deal with issues of inclusive employment, offering empowerment course for the corporate and public sectors. The MACDS will work closely with the Government, School, Colleges, universities, Private and public sector organizations, and NGOs. The faculty will consist of eminent professionals, educationists, paramedicals and therapists, lawyers, and disabled activists and people from a spectrum of areas in the public and private sectors. We were honoured by a visit from Chief Minister of Maharashtra, Mr. Devendra Fadnavis who was brought to our Bandra Centre by Mr. Ashish Shelar, President, BJP, Mumbai. Mr. Fadnavis has promised to look at disability issues and discuss these with Dr. Alur.



Mr. Fadnavis interacting with students at the Bandra Centre

Participation in the Hyderabad Literature Festival

Ms. Malini Chib was invited to speak and have a book reading of her book "One Little Finger" at the Hyderabad Literature Festival held between 24th and 26th January 2015.

This is the first time that disabled authors were a part of a mainstream festival. Ms. Chib's books were on display at the official bookstore and a standee was displayed prominently.

On the 25th of January, Ms. Chib participated in a panel discussion on 'Universal Access to Print and Literature' and spoke of the need for books to be in accessible formats.



Ms. Chib and Mrs. Hooja with the standee promoting the book

The next day was the main session titled "Life is Progress: Personal is Political". This was a conversation between Ms. Chib and the moderator Ms. Anju Khemani. The session was well attended and well received. Ms. Khemani first interviewed Ms. Chib on her views on the disability movemet, the attitudes of the peopleowards disability and of course the writing of her book. This was interspersed with readings of some passages from 'One Little Finger' by Ms. Kemani, Mrs. Hooja and Mr. Nagesh Kukunoor who along with Ms. Elahe Heptulah had come especially for Ms. Chib's session. The session ended with the author Ms. Chib handing over signed copies of the book to the audience.



Mr. Kukunoor reads the concluding section of the book 'One Little Finger'

Collaborations

Ms. Malini Chib and Mrs. Varsha Hooja have initiated a partnership with 'Youth4jobs' set up by Ms. Meera Shenoy who was formerly with National Skills Development Corporation set up by the Prime Minister. Ms. Chib addressed the students at the Centre. This has been put up on their website.

Ms. Malini Chib is partnering with Mr. Yashwant Holkar, Founder Umoja that works for accessible tourism on conducting access audits of accessible hotels in the U.K. The ADAPT Rights Group is working with him in India on accessibility and have already got one public space made accessible.

Astrid Beseler and Julia Stolberg from the Audrey Jacobs Foundation a Swiss Foundation working on Nepal with children with disability met with Dr. Alur and visited all our centres. They discussed avenues

of partnership and the support Dr. Alur could give to their work in Nepal. They will be deputing participants to the Community Initiatives in Inclusion Course.

Networking at the State and local levels continue and as a result of this our staff has now been appointed on Government Committees.

ADAPT staff appointed on committees

- Mrs. Varsha Hooja, CEO has been appointed to the General Council of the Ali Yavar Jung National Institute for the Hearing Handicapped (AYJNIHH) constituted by Ministry of Social Justice and Empowerment for a period of two years.
- Mrs. Deepshikha Mathur has been appointed as a member of University of Mumbai Board of Studies- Special Education for three years. This committee decides the curricular and future plans of all special education courses conducted by colleges affiliated to the University of Mumbai.
- Seven staff members of ADAPT were invited by the Observer Research Foundation to be a part of the group to advise the Government of Maharashtra on how to improve inclusive and special needs education in the State and in particular to assist the RMSA, Department of School Education and Sports.

Though there has been progress, we know that there are “many miles to go before we sleep” and will therefore continue with our endeavour to create a disabled friendly India.



SEMINARS AND WORKSHOPS

- ADAPT conducted its annual therapy course the “*Management of Cerebral Palsy (MCP) & other physical disabilities*” as a 3 day workshop in partnership with faculty from the Bobath Institute, London, titled “Holistic treatment for babies with development delay” from 26th July – 28th July 2014. The workshop was conducted by Dr Rajkumar Rajan (Basic NDT UK, Advance NDT USA, Sensory Integration USA) & Dr Shabnam Rangwala (Bsc OT, NDT & SI trained). The course was attended by 24 therapists from across Mumbai.
- Dr Shabnam Rangwala was invited as guest faculty for the Annual conference of the Indian academy of Cerebral Palsy, Hyderabad from 9th – 13th October 2014 where she took a lecture on “*Play for children with Cerebral Palsy*” for therapist and a lecture on “*Strategies for supporting children with disabilities in mainstream schools*” for special educators and teachers from the Sarva Shiksha Abhiyan, Hyderabad.
- Dr Mithu Alur was invited to speak on “*Experience in management of children with neuromotor impairment: NGO*” at a three day workshop on ‘*Management of Childhood Neurodevelopmental Disorders with special focus on Indian tools in support of the Rasthriya Bal Swasthya Karyakram (RBSK) and Early Childhood Intervention in India*’ at the India Habitat Centre, New Delhi from 1st to 3rd December, 2014. Dr Alur deputed Dr Rangwala to represent her as technical resource person to the RBSK program.
- Mrs Varsha Hooja, Dr Shabnam Rangwala & Mrs Asha Kumar gave a lecture at the International Federation of Neuro Rehab from 7th March to 9th March 2015, Mumbai on “*Diagnosis and Early Intervention in the Classroom: Learning and Behavioral Challenges*” where ADAPT had partnered with IFNR and Ali Yavar Jung to hold the conference.
- Dr Shabnam Rangwala conducted a hands on workshop was on “*Neurodevelopmental Therapy &*

Sensory Integration therapy” at the above mentioned conference.

- Dr Shabnam Rangwala was invited to attend the First Annual conference of the Pakistan academy of Cerebral Palsy at Lahore from 20th March to 21st March 2015 and lecture on “*Sensory Integration for children with Cerebral Palsy*” for therapist and developmental pediatricians.
- Dr Shabnam Rangwala was invited as guest faculty for the First International conference on Autism in Mumbai on 1st to 3rd May where she held a workshop on “*Sensory Integration*”.
- Mrs. Hooja was invited to the Department of Psychology and Counseling Center SNDT Women's University to address students at a Pre Placement Orientation entitled Campus to Career.

OUR VOLUNTEERS AND INTERNS

ADAPT has always been a place of transformational action. Neither visitor nor staff who has been through the highly emotional yet immensely rewarding experience this organisation offers, has remained unchanged. Since years now, in line with our Founder Chairperson's vision and the mandate given to us, ADAPT has focused on inclusion. This principle has guided not just our services in education, but in fact, has been applied in all areas of our work. Which brings us to something important: those we include in our efforts to make inclusion a tangible reality across the globe; those who give of themselves, asking little in return, save a chance to serve the cause of the greater good.

Our volunteers are a critical part of the organisation's structure and we are truly grateful to have them with us. Some stay a few weeks while others sometimes remain with us through decades. We appreciate all our volunteers equally, for it is they who reinforce for us, the importance of service without self. We acknowledge, here, all our wonderful volunteers in the past year who, working with our staff members in departments ranging from education to skills development to marketing and others. There are too many to name here, but dear volunteer! Rest assured, for your invaluable contribution to ADAPT's mission is sincerely appreciated, and looked upon with a sense of gratitude.

In an endeavour to provide opportunities to some of our younger volunteers, we have started an Internship Program at ADAPT. Ranging between one and three months, selected interns are placed in a department whose goals and tasks are aligned with the specific focus areas for the internship. So far, we have had interns from law universities who have been placed within the legal wing of the ADAPT Rights Group, students who have been placed with our in-house counsellor, international students who have worked in educational services and others who have assisted with library work. We are pleased to report that among our volunteers and interns this year, we have had a few disabled candidates whose performance could be described as nothing short of stellar! This is inclusion in practice, an ideal we strongly believe in and would want to perpetuate through those interns who work with us.

All interns are provided with a WiFi-enabled workstation and are assigned a mentor within their chosen department. They engage in periodic debriefing sessions with their designated mentor and the Internship Coordinator, in order to ensure that they are learning to function efficiently within a professional environment and at the same time, are contributing to organisational growth. Upon the successful completion of the program, interns are awarded a certificate and/or a letter of experience.

We look forward to continuing on this coming year, working towards a better future for all, alongside our large-hearted comrades and young crusaders: three cheers for the amazing volunteers and interns at ADAPT!

Sensory Integration therapy” at the above mentioned conference.

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We look forward to continuing on this coming year, working towards a better future for all, alongside our large-hearted comrades and young crusaders: three cheers for the amazing volunteers and interns at ADAPT!

SOME VOICES

Sensitizing the kids of our school was the primary concern and we did succeed in doing that. Our students were excited to teach the children and the interactive art activity along with the games helped in breaking the ice and creating oneness amongst all. The staff was warm and welcoming and the classes were so bright and full of cheer. Thank you for letting us touch lives in the smallest way possible. I promise to continue this association and help in spreading the message of ADAPT, an inclusive society in whichever way I can.

Ms Umaima - Teacher at Fazlani La'Academie Globale - International School.

We are forever indebted to Dr Alur and this beautiful organisation for accepting my child with open arms, for nurturing him and believing in Manav's potential. From a nervous disillusioned mother I have become an empowered mother and the full credit goes to ADAPT. There is anxiety today as Manav and I are starting a new journey in a mainstream school and society, but both of us are confident of crossing all obstacles. We will miss the warm and loving teachers, but we will certainly keep coming back to ADAPT, the ties are strong and unbreakable.

Mrs Jyoti Nayee - mother of Manav Nayee now included in Std 8 in BJPC school.

A very inspiring visit!!! At HPCL we are proud to be associated with ADAPT and wish it all success our cooperation and help will be there on a sustained basis

Mr. Kulkarni, Div and CSR Head HPCL

Had the good fortune to get an insight into the work of ADAPT and particularly its library. Look forward to connecting on the WEB.

Sourav Banerjee, TBZ

People behind the Organisation

Chairperson's Secretariat & Head Office

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

Mrs. Varsha Hooja
Trustee & Co-CEO

Ms. Malini Chib
Trustee & Honorary Co-CEO

Mrs. Ami Gumashta
Honorary Director Finance

Mr. Arthur D'Mello
Legal Advisor

Secretariat

Ms. Theresa D'Costa
Secretary

Ms. June de Sousa
Secretary

Mr. Lucas Baretto
IT Officer & Web Management

Mrs. Janvi Satavase
IT Coordinator, Bandra

Mrs. Neelam Kalushte
Telephone Operator

Ms. Annamarie Shepherd
Secretary

Finance

Mrs. Rohini Kulkarni,
Finance Manager, Bandra

Mrs. Sandhya Salian
*Executive Asst. To Finance,
Bandra*

Mr. Utpal Shah
Senior Account Manager, Bandra

Mrs. Sheetal Sawant
Accounts Officer, Colaba

Ms. Kavita Rajput
Account Assistant, Bandra

Mrs. Poonam Thange
Account Assistant, Chembur

Administration

Ms. Arundhati Bose Verma
Head - HR and Administration

Mr. Sadhan Paul
Establishment Officer, Bandra

Mr. Anand Singh
Establishment Officer, Colaba

Mr. Valerian Britto
Establishment Officer, Chembur

Mrs. Leena Gomes
*Warden, Hostel and Guests
Flats, Bandra*

Mr. Bijoy Kumar Thapa
Head of Housekeeping, Bandra

Services

Centre for Resource Support, Colaba

Mrs. Manju Chatterjee
Director

Dr. Maneeta Sawhney
*Research Associate to Dr. Alur
and Head of Community Hub,
Colaba*

Mrs. Reshma Tanna
Deputy Director, Colaba

Mrs. Manju Thakur
*Deputy Head-Community Hub,
Colaba*

Special Educators
Ms. Shubhangi Kamble
Ms. Kamla Devi Kunwar
Mrs. Suja Venugopal

Mrs. Farzana Begum
Ms. Sairina Almeida
Ms. Rubina Shaikh Kasam
Mrs. Mahalaxmi Shetty

Community Workers, Colaba
Mrs. Neelam Thandel
Mrs. Pratibha Jadhav

National and Asian Resource Centre for Inclusion, Bandra

Mrs. Rekha Vijaykar
*Senior Director, Education and
Community, Bandra*

Ms. Amena Latif
Deputy Director

Mrs. Sunita Malcotia
Coordinator - Admin Support

Mrs. Shabbira Moosabhoy
Coordinator - Education

Senior Special Educators
Ms. Rahila Shaikh
Ms. Saranga Shah
Ms. Piyali Nag

Special Educators
Ms. Jyoti Babu Badson
Ms. Sangita Bhekre
Ms. Neelam Gahchand

Ms. Ruby D'souza
Secretary

Department of Social Work

Ms. Poonam Nair, Bandra
Mr. Nilesh Thombre, Colaba

Therapy Department

Dr. Shabnam Rangwala
*Director - Community Services
& Head - Therapy*

Mr. Ashutosh Sonawane
Head of Adult Rehab Unit

Physiotherapists
Ms. Mrudula Shetye
Ms. Saman Ansari
Ms. Nimisha Mishra
Mr. Shailesh Gardas
Ms. Priyanka More

Mrs. Pradnya Patil
Speech Therapist

Ms. Ashwini Shrivastava
Secretary Cum Receptionist

Training: Bandra

Mrs. Deepshikha Mathur
Ms. Sangita Jagtiani
Deputy Directors - Training

Ms. Sujata Verma
Librarian

Ms. Ruma Kirtikar
Assistant Librarian

Ms. Zenia Malegamwala
Junior Administration Assistant

Mr. Toshhan Chatterjee
Assistant, Data Management & Documentation

Ms. Vidya Ghadi
Assistant, Data Management & Documentation

Mrs. Simi Vij
Consultant Director, CII

Skills Development Centre, Chembur

Swami Mounananda
Honorary Advisor

Ms. Malka Tandon
Activity Coordinator

Ms. Prabha Shankar
Secretary

Mrs. Gretta Oliver
Receptionist & Tel. Operator

Mr. Ramendra Mishra
Music Teacher

Mr. Manoj Chhabra
Choreographer

Voc. Training Teachers
Mrs. Sharon Saldanha
Ms. Suvarna Anokar
Ms. Sunita Varma
Ms. Mathilda Mascarenhas

Assistants Mother's Kitchen
Ms. Ratna Patil
Ms. Radhika Patil
Ms. Sarita Santolia

ADAPT Rights Group (ARG)

Ms. Malini Chib
Founder Chairperson

Mr. Sudeep Pagedar
Coordinator

Founder Members
Mr. Nilesh Singit
Ms. Neenu Kewlani
Ms. Amena Latif
Ms. Zenia Malegamwala
Mr. Toshhan Chatterjee
Ms. Ketna Mehta

Mithu Alur Foundation

Mrs. Gulab Jan Sayyed
Senior Supervisor

Chandrakant Bhosle
Supervisor

Multipurpose Workers
Ms. Vanita Chavan
Ms. Savitri Palmore

Nagorao Chavan
Driver – Mobile Van

Nandan Kusal
Helper

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 Aid

Ms. Shakuntala Kamble
Special Educator

Multipurpose Rehabilitation Workers

Ms. Revati Ghamre
Ms. Jayalakshmi Channappa

Revenue Generation: Bandra

Mrs. Ivy Roy
Head Communication & Corporate Affairs

Mrs. Shobha Sachdev
Deputy Director – Marketing

Mrs. Bhavana Mukherjee
Manager - Fund Raising & Public Relations

Mrs. Veena Dhaifule
Marketing Coordinator

Ms. Rashmi Chonde
Sr. Production Assistant

Ms. Malik Bhanwadia
Assistant

Annual Show 2014-2015



- Donations to ADAPT (except in kind) are exempt under section 80 G of Income Tax Act, 1951
- ADAPT is registered under the Foreign Contribution Regulation Act and is entitled to receive grants and donations in foreign currency

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