



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



# ANNUAL REPORT

## 2019-20





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



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

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

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## Chairperson's Message



*Dr Mithu Alur*

*Dear Friends and Well Wishers,*

*I do hope you and your family are safe and well. I am presenting the Annual Report of 2019-2020, which rather got delayed because of the pandemic.*

*Firstly, I would like to put on record, that we are deeply moved by the way our medical fraternity, our doctors, like Dr Samiran Nundy, Dr Farokh Udwadia, their sons, the younger doctors like Dr Surajit Nundy and Dr Zarir Udwadia, have come forward in the most dedicated, committed manner. I salute all the Doctors, Nurses and Frontline Workers for their spirit of service, sacrificing their own health in service of a desperate and helpless humanity. I am proud to say that we are fortunate to have the doctors as our main partners in ADAPT.*

*This year, Dr Samiran Nundy, and Dr Farokh Udwadia, have been nominated to our Governing Board as Presidents of ADAPT. This is the first time, two people from the Medical Profession have taken up this prestigious post. Both have been eminent and illustrious people and leaders in their respective fields, known for their integrity, sincerity, and intellectual acumen. They also have been Co-Chairing our Institutional Review Board (our Ethics Committee) building the team of practitioners, Action Researchers as well as, Co-Chairing the Endowment Trust, ADAPT, building up a Corpus for continuity and sustainability of ADAPT. We welcome them to their new role.*

*We also welcome on our Governing Body, two new members who have supported us over the years through our Ethics Committee: Dr. Sanjay Nagral, Honorary Hepatobiliary Surgeon, MS, who has published extensively on topics related to Hepatopancreatobiliary Surgery, Liver Transplantation and Medical Ethics and is the Founder member of 'Forum for Medical Ethics' and Editorial board of The Indian Journal of Medical Ethics; and Dr. Surajit Nundy, MD, PhD., Fellow of Harvard where he trained as a doctor and is now practising at Sir Gangaram Hospital, Delhi. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all, by providing a data base and tracker, all on a phone. He has been one of the pioneers of our Ethics Committee.*

*I also take this opportunity to thank Dr Taral Nagda who has been supporting the organisation and our families, for the last 20 years, as our Honorary Consultant.*

*I would like to place my grateful thanks and appreciation to all the Trustees and the Governing Body for the help and support they have given us:*

*To Professor Sitanshu Mehta, who has been associated with the Spastics Society for over 40 years.*

*To Priya Dutt Roncon, who has been coming to the Society with our Founder Patrons, Mrs Nargis Dutt and Mr Sunil Dutt, since she was 6 years of age, and has been there during all our important meetings, seminars and conferences.*

*To Mr Nikhil Chib, an Economist and a Restaurateur, who has also been associated with the Spastics Society of India for over 40 years. He heads the Financial Management Committee of ADAPT.*

*To Dr Rupin Shah, who helps out with Operational Expenditure. Both Mr Chib and Dr Shah are constantly there for us and work on all of our needs behind the scenes.*

*To Mrs Varsha Hooja, who has been with us for 30 years. I would like to put on record our appreciation to her as she steps down as CEO of ADAPT, after years of relentless service. She is heading Training, and doing Trust, and IRB work, and other areas of National level.*

*To Malini Chib, a Double Masters from London, who is the Author of 'One Little Finger', for which she received an Award from the Ministry of Social Justice and Empowerment, Government of India. She is presently employed with Tata Sons.*

*To Usha Ramakrishnan, a well known Educationist, who helped to build the Spastics Society in Chennai, and Jayabrato Chatterjee, a noted Communication Expert who has made many films on disability for the Kolkata Spastics Society, I also take this opportunity to acknowledge our long standing partners. It seems also the right opportunity to acknowledge Shonali Bose, a film maker, of the Award winning Film, Margarita with a Straw, amongst others.*

*I would also like to thank all the other eminent members of our Institutional Review Board (IRB) and our Board of Advisors (BOA) whose suggestions and ideas assist us in constantly innovating in the different areas of our work,*

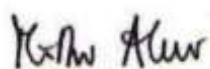
*I would like to take this opportunity to welcome our new CEO Mrs Bhavana Mukherjee, who re-joined last year. She has been with ADAPT earlier, for 6 years, and is going to be overseeing a few of my areas of Operations on the State and National Level.*

*I also thank all our volunteers, who serve the organisation with dedication and commitment, our donors, and well wishers for all their continuous help and support, without whom we would not be able to continue with quality services. I specially thank our volunteer, Mrs Vera Udvardia who is on our Board of Advisors, and who also worked at our Colaba Centre every week. Your constant support, faith, trust and contributions will go a long way to help sustain all our services and enable us to provide an equal opportunity for disabled people to be included and to live a life of dignity.*

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

*Thank you.*

*With kind regards,*



*Dr Mithu Alur*

*Founder Chairperson*

*ADAPT formerly The Spastics Society of India*

# The Trustees and Governing Body



Mithu Alur, Managing Trustee and Founder Chairperson, ADAPT has been closely involved with education, healthcare and employment, for women and children with disabilities, leading to social change, legislation and social policy for more than 50 years. She has also served on several National level government committees and worked with state and municipal authorities and non-governmental agencies. She has initiated courses for teachers, therapists, administrators, and parents. On the international front, Dr Alur has organised several conferences based on the contributions of the developing countries, called the North-South Dialogues (NSD). She has helped to form legislation, such as to implement the Right to Education Act (RTE). She participated in International Conferences and made several paper presentations.



Trustee, Sitanshu Mehta is a Fulbright Scholar; Former Professor MS University, Baroda; former Vice Chancellor of Saurashtra University, and an eminent poet, playwright and critic. He is a recipient of the Padmashri and the Sahitya Akademi Awards. He advises the organisation in pedagogy and presents the parent perspective.



Trustee, Malini Chib is the Founder and Chairperson of the ADAPT Rights Group now called One Little Finger Department. She plays a key role in the Training, Pedagogy and Library Service areas and regularly conducts Empowerment and Sensitisation Courses for individuals, corporates, parents, professionals and activists with disabilities and lectures nationally and internationally. Ms. Chib has been Senior Events Manager, Oxford Bookstore and is at present the Diversity Officer at Tata Sons, Bombay House. She has consistently written on the rights of people with disability. Her first book, One Little Finger, received both critical and popular acclaim.



Former Parliamentarian and Trustee, Priya Dutt Roncon has been associated with The Spastics Society of India since the age of six. She has highlighted social issues with her father, the late Shri. Sunil Dutt, and assisted in fundraising ventures for the organisation. Mrs. Dutt Roncon is the Chairperson and Trustee of the Nargis Dutt Foundation in memory of her mother the late Mrs. Nargis Dutt who was the first Patron of The Spastics Society of India and continues to help in creating awareness on disability and inclusion.



Honorary Treasurer, Nikhil Chib, started off with a degree in both Economics and Finance, and then turned to being a Professional Chef and restaurateur. Mr. Chib today runs a chain of delivery kitchens called BusaGO after having set up the award - winning restaurant, Busaba, in South Mumbai. He provides inputs on financial aspects which include fundraising, budgeting, expenditure, cost cutting and portfolio management.



Trustee and Head Pedagogy, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for 38 years. Mrs. Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra, and has been Principal of various Centres. She has been working with Dr. Alur in policy interventions at the national level. Mrs. Hooja is General Secretary, All India Regional Alliance on Inclusive Education (AIRA), liaising with partner organisations across the country at the state and district levels.



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



Member, Governing Body, Jayabrato Chatterjee is a well-known film director, novelist and corporate communications expert based in Kolkata. He has spent over forty years advising NGOs on changing public perceptions of disability in India. Mr. Chatterjee's feature films *Kehkashaa* starring Victor Banerjee, Mallika Sarabhai and Girish Karnad and *Lovesongs: Yesterday, Today & Tomorrow* starring Jaya Bachchan, Om Puri and Shahana Chatterjee have received critical acclaim at international film festivals. An English (Hons) graduates from St Stephen's College, Delhi, he has served as Writer-in-Residence at the University of Stirling and Hawthornden Castle, Scotland.



Member, Governing Body, Deepak Kalra joined the Spastics Society of India, Mumbai first as a parent and then as a professional. Mrs. Kalra has worked for several years as a teacher, educator and researcher and was in charge of the Outreach Project of the organisation in the community. She also headed the Faculty of Teacher Training. She is now Founder and Head of Umang, an inclusive NGO and partner organisation in Jaipur, Rajasthan and the former Chairperson of the Rajasthan State Commission for the Protection of Child Rights (SCPCR).



Member, Governing Body, Vishal Bakshi is the Founder & Managing Partner of technology growth investing firm Avatar Growth Capital. He has 25 years of private equity and investment banking experience including 16 years at Goldman Sachs where he led the private equity business in India. Prior to moving back to India in 2008, he led Goldman's IT Services M&A and Corporate Finance Investment Banking in New York. Mr. Bakshi has an MBA in Finance from Columbia Business School, a Post Graduate Diploma in Management from IIM, Ahmedabad and a BA (Hons) in Economics from St Stephen's College, Delhi.



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



Member, Governing Body, Usha Ramakrishnan, is the former Chairperson, Vidya Sagar (formerly The Spastics Society of India), Chennai. Mrs Ramakrishnan is Consultant for Emotional Intelligences and Emotional Wellness (for Parenting, Teaching, Management, Leadership). She is also Vice President Indian Council for Child Welfare, Tamil Nadu, International Consultant for SKCCMH Learning Centre (formerly Hincks Dellcrest) Toronto, Canada, for their early years parenting programmes in India, Central Asia, South East Asia and Africa. She has a background in Psychology and Special Education, and decades of experience working with and learning from children and young adults with and without special needs, parents, professionals and managements to enable and maximise their potential.



Shonali Bose is an award-winning filmmaker of international renown, and has been advocating for the rights of the disabled. She actively supports the activities of the Rights Group. Her feature film, *Margarita, with a Straw*, has been hailed by the disability community across the world for its authentic, brilliant portrayal of a young girl who happens to have CP, coming to terms with her sexuality. ADAPT is proud to be one of the producers of the film. Her latest feature film – *The Sky is Pink*, starring Priyanka Chopra and Farhan Akhtar, also dealt with disability and had its world premier at the Toronto Film Festival where it was the only Asian film in the prestigious Gala section of the festival.



# Institutional Review Board



Dr. Samiran Nundy, Chairperson, Institutional Review Board, is an internationally renowned Surgeon and Emeritus Professor at the Department of Surgical Gastroenterology and Liver Transplantation, at the Sir Ganga Ram Hospital, New Delhi. He has innumerable research studies, text books and papers to his credit. His recent book entitled, 'Healers or Predators' – Healthcare Corruption in India, was launched this year.



Dr. Farokh Udawadia, Co-Chairperson, Institutional Review Board. He is Consultant Physician, Breach Candy Hospital, and graduated from the University of Bombay in 1953. He trained at the Brompton Hospital and Middlesex Hospital, London and was on the house staff of City Hospital. He is also a renowned writer and researcher. He has contributed to the book entitled, 'Healers or Predators' – Healthcare Corruption in India, edited by Samiran Nundy, Sanjay Nagral, and Keshav Desiraju, which was launched this year.



Surajit Nundy MD Ph.D. trained as a doctor in the US before coming back to India. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all.



Dr. Mithu Alur is a researcher, lecturer, author of several books and papers, and has made contributions, both nationally and internationally. Her interests range over the dimension of social policy, producing cost-effective methodologies to address educational needs of children. She has published extensively on issues of disability rights and the 'hows' of educating disabled and disadvantaged children within a challenging framework of exclusion.



Dr. Armida Fernandez is the Founder Trustee of the Society for Nutrition, Education & Health Action (SNEHA), an NGO that provides services in the slums. She is the former Dean and Head of Neonatology at Lokmanya Tilak Municipal General (LTMG) Hospital and Medical College and past President of the National Neonatology Forum.



Dr. Anaita Hegde, Consultant Pediatric Neurologist, has a special interest in Pediatric epilepsy, movement disorders and disability. She is affiliated to numerous NGOs which serve children with disabilities.



Professor Zenobia Nadirshaw, Head of Psychology at Kensington and Chelsea PCT, is also Chief Examiner at Leicester University, Governor of London Metropolitan University and Professor at Thames Valley University.



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



Ms. Malini Chib holds two international Master's degrees: in Women's Studies from the Institute of Education, University of London and in Information Technology from the London Metropolitan University. She is an author, researcher, academic and activist in the disability movement. She presently works as a Diversity & Inclusion expert with the Tata Sons, Bombay House.

## Action Research Committee



Surajit Nundy MD Ph.D. trained as a doctor in the US before coming back to India. He leads Raxa Health, a technology platform that seeks to improve the quality of healthcare for all.



Varsha Hooja, Trustee and Head Pedagogy, graduated with Psychology Honours and has been working in the disability sector at ADAPT for 38 years. She has worked under Dr. Alur's guidance on the researches undertaken: the UNESCO - Four Nation Research, SSI/UNICEF Project, National Resource Centre for Inclusion and the Shiksha Sankalp Research, The Journey of Inclusion in India, and A Birth that Changed a Nation.



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



Ms. Sangeeta Jagtiani Vaswani, holds a post - graduate degree in commerce, is a qualified Special Educator by profession and has worked at ADAPT for over 25 years in areas of assessment of students with disabilities, planning and monitoring teaching strategies and interventions. Her specialty is assessment in the classrooms. She has been the Principal of ADAPT's Bandra Centre and has been lecturing on all training courses conducted by the centre and has also been the Director of the Asia Pacific Community Initiatives in Inclusion conducted by ADAPT with support from the Women's Council, U.K.



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



Mrs. Gulab Sayyed has been with ADAPT for the past twenty nine years. She heads the Sultan Noorani Memorial Karuna Sadan project at Dharavi and is the Deputy Director of Community Services at ADAPT.

# Board of Advisors

In addition to the Board of Trustees and Governing Body and the Institutional Review Board, a Board of Advisors has been constituted.



Mr. Shyam Benegal, Ex-Member of the Rajya Sabha, renowned filmmaker and activist for social change, was Chairman of the Film and Television Institute in Pune and is a National Figure who has been associated with ADAPT for many years. He has also directed a film on the organisation entitled '*The Love We Give for Nothing.*'



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



Mr. V. Ranganathan was formerly Chief Secretary, Government of Maharashtra. He has been associated with Dr. Alur's work. As Chairman of Mumbai Heritage Conservation Committee, he advocated physical accessibility for persons with disability in public places.



Dr. Taral Nagda is Head, Department of Paediatric Orthopaedics at SRCC NH Children's Hospital and Director of Jupiter Gait Lab, which supports children with orthopaedic and neuromuscular problems from India and other parts of the world. He is also Director of the Institute of Paediatric Orthopaedic Disorder which runs programmes at more than 15 centres all over India. He consults at various prestigious hospitals in the city and has volunteered for many camps including operating on rural patients from Impact India's Community Health Initiative in rural Thane District, Maharashtra.



Mr. Nagesh Kukunoor is an award-winning filmmaker. He has been ADAPT's Ambassador for the Mumbai Marathon and has supported most of ADAPT's events.



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



Kalki Koechlin, an Indian actor, writer, and director, regularly participates in various social campaigns to promote education for children living in rural India and disabled children. As ADAPT's Brand Ambassador for the Mumbai Marathon, she has participated in several events showcasing ADAPT work.



# ADAPT: a reason to hope



*National and Asian Resource Centre for Inclusion*

The immensity of an act or service is measured by the challenging environment it was performed in or the magnitude of barriers it faced.

The contribution of ADAPT is therefore praiseworthy.

Creating multiple micro movements in civil society, generating macro outcomes, galvanising governments into action and all this for a cause which was invisible and languishing is no mean feat. Putting disability on the map of India, a resource strapped country where systems and

policies were not in place and the entrenched attitudinal barriers of society were insurmountable, was not easy. And as the French say ‘voyage nous conduit’.

Fighting exclusion and propagating inclusion has been a hard task. Inclusion is a slow process, it is evolutionary and it has taken 49 years to make a dent.

In 1972, the first model combining education and treatment was set up in Colaba by Padmashri Dr. Mithu Alur. It was a special school. In 1999, as a result of Dr. Alur’s Ph.D research entitled, ‘*Invisible Children: A Study of Policy Exclusion,*’ which found massive exclusion of children with disability from mainstream education, we moved away from segregated education to the concept of inclusive education where children with and without disability studied together side by side. The National and Asian Resource Centre for Inclusion (NARCI) was set up in Mumbai to effect *policy change* on a macro level to address the massive exclusion happening in the country as well as to *demonstrate practice on how to include children with disability into classrooms* and the programmes of the Government on the micro level.

At the Mezzo level, the community as a whole was approached for Inclusive Education. The testing ground was Dharavi, Asia’s biggest slum, a microcosm of India. This experiment was successful and yielded impactful results for this new ideology, the *Whole Community Approach*. Here the lives of the poor and disabled were touched and changed. At the macro level the focus shifted to policy and Government, as change in policies would lead to reforms in this institutionalized exclusionary practices in fields of health, and education the fundamental rights of all citizen but of which the disabled were deprived of. This in a nutshell, is a thumbprint of the massive body of work.

Our demonstration model created with ingenuity and research has passed the test of times and is a beacon of best practices nurtured with Quality assurance. Our services grow in impact and imprint as we move ahead.

# Colaba Centre

The aim of the educational programme at ADAPT is to work with a multidisciplinary team so as to ensure holistic education, remediation and treatment for the beneficiaries. The multidisciplinary team comprising of special educators, speech therapist, physiotherapist, occupational therapist, psychologist and social worker collectively work on the individuals need based interventions in partnership with parents. Each of the professionals provide technical inputs towards the development of individualized plans of the beneficiaries. These are then implemented at three levels: individual, classroom and home.

Services this year began on 14<sup>th</sup> June 2019. At the Colaba Centre, the following services were provided:

## Educational Services

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

- ✓ Cluster teaching of children with similar abilities
- ✓ Need based individual remedial sessions
- ✓ Physiotherapy
- ✓ Co-curricular and extra-curricular activities such as Music, Drama, Dance, Painting, Art and Craft
- ✓ Action Sports, Martial Sports and Physical Training
- ✓ Art Based Therapy
- ✓ Environmental Studies
- ✓ I Can Bake and Kitchen Skills
- ✓ Personality Development through social skills training.

Our Beneficiaries at a Glance		
#	Sections	No.
1.	Nursery Class	60
2.	Primary Class	18
3.	NIOS Class	7
4.	Home Management	2

The Pre Primary class had 60 children from the slums of Cuffe Parade and Colaba who attended this programme. The main focus was to introduce the first generation learners to pre writing, pre reading and pre math skills through a play way method. Our inclusive nursery class had children with special needs who were also provided with therapy and individual sessions with the special educators to ensure that they were able to follow the curriculum being imparted. Learning of alphabets and numbers was done through the play way method and art and craft activities. Children were encouraged to play out door and enjoy the excursions and field trips through the year, thereby making learning a fun experience. Like in an Aganwaadi programme, we too provided a nutritious mid-day meal to the beneficiaries.

Through the term, the focus was on the weekly lesson plans corresponding to the syllabus of the class. In addition to the above, the teachers also filled an oval sheet introduced by Mrs. Usha Ramkrishnan, Consultant, Emotional Intelligences and Emotional Wellness and Member Governing Body, ADAPT. This comprises of information on the present abilities of each of the beneficiaries in the physical, cognitive, educational areas and the areas they need to work on through the term. To meet the above, individual development and educational plans were drawn out for each beneficiary. Each class makes their own teaching aids and communication boards with the help of volunteers from colleges.

## Events

### *Orientation Programme for Parents*

An orientation programme for parents on services of ADAPT was carried out in July 2019 and parents were updated on rules and regulations and timings. This was followed up with another parent teacher meeting on the child's progress in October 2019.

### *International Yoga Day 21<sup>st</sup> June 2019*

The volunteers, staff and beneficiaries celebrated International Yoga Day by performing various asanas in continuation of their yoga sessions, which they have once a week. In addition to this, the parents have been trained to do yoga with their wards at home as well.



*Yoga, an integral of our curriculum*

### *Global Play Day - Mattel Visit on 28<sup>th</sup> June 2019*

The employees of Mattel spent the morning interacting with the beneficiaries, painting and drawing with them. Some helped with puzzles and beading activities. This was followed by fun filled inclusive activities such as passing the parcel and dancing to music. The afternoon ended with distribution of packed lunch and the most awaited toy for each child.

## **HPCL Swatchata Pakhwada 1<sup>st</sup> to 15<sup>th</sup> July 2019**

### *Kitchen Waste to Manure*

This was in continuation with last year's Swatchata Abhiyan where the beneficiaries of the Colaba centre worked in association with the Sanskar India Foundation to follow their motto of the 3Rs i.e. Reduce, Recycle and Reuse to learn how to reduce garbage, reuse and recycle it. A workshop was held on the how to use kitchen waste to make manure on 4<sup>th</sup> July 2019. Both parents and beneficiaries, along with the staff and ancillaries at the Centre, attended the workshop. Prior to the workshop, three days were spent in learning how to segregate wet and dry garbage. Beneficiaries were told to bring from their homes, wet garbage to make it ready for reuse. Post the workshop, everyone decided to make manure from their waste and by the end of September plant one sapling.

### *Swatchata Pledge and Plant a Sapling*

Beneficiaries of ADAPT, along with the staff, joined hands with the team from HPCL on 5<sup>th</sup> July as part of the Swatchata Pakhwada to pledge that they will work together in Making India a cleaner and greener country. Mrs Uma Deb, Chief General Manager, read the pledge along with Mr C V Mallinath, General Manager, Mr Ajoy Kumar Singh, General Manager, Mr Sumeet Kumar and Ms Kritika, Officer CSR HPCL Project Owner. This was followed by the planting of a sapling by some of the beneficiaries and the HPCL team. We thank the HPCL team for encouraging our beneficiaries in socially productive activities.



*Our HPCL family visits the Colaba Centre*

### *Independence Day Celebrations*

At Colaba, patriotic songs were sung and the beneficiaries with tri colour sashes danced to the



song 'Eh vatan abad rahe tum'. The Centre was decorated with flags made from waste paper by the beneficiaries in a workshop with Sanksar India Foundation.

### *Raksha Bandhan*

Raksha Bandhan was celebrated with a difference at the Colaba Centre. In collaboration with Sanksar India Foundation, eco-friendly rakhis were made in a workshop by the NIOS class for all the beneficiaries. Each class had a session on the importance and relevance of the festival. This was followed by them selecting a friend to whom a Rakhi was tied.

### *Gokul Ashtami*

The birth and life history of Krishna was enacted by the beneficiaries of the Nursery class and the Primary class. Some were dressed as Radhas and Gopis while others were little Krishnas. The fun part was the breaking of the Dahi Handi which was done with songs and dances by the little beneficiaries at Colaba.



*Dahi Handi celebrations*

### *Ganesh Chaturthi Celebrations*

The concept of keeping our surrounding clean and waste reduction has been constantly taught at the centre. This year, the children made Ganpati idols from leaves that had fallen from trees in our courtyard under the guidance of Sanksar India Foundation at Colaba.

Our Founder Chairperson, Dr. Mithu Alur, along with the beneficiaries and staff at ADAPT, started the Ganesh Chaturthi Pooja with the Ganesh Vandana. For one and a half days, the beneficiaries did the Aarti and helped in making the Prasad.



*Founder Chairperson Dr. Mithu Alur performs the Ganpati Aarti*

### *Interactive Sessions*

In keeping with our vision of inclusion, a number of interactive sessions with mainstream schools were held through the academic year. 40 students of Aditya Birla World Academy spent a morning entertaining our beneficiaries with songs and dances that they had learnt in school on the 27<sup>th</sup> of September. This was followed by an interactive craft session.

Campion school students helped our beneficiaries decorate the Colaba Centre for Christmas.

### *Founder's Day*

Our Founder's Day, as is the tradition, was celebrated at each centre. An evening was dedicated to reflect on the journey of ADAPT over the years. We began with the lighting of the lamp. Dr. Alur in her inaugural speech spoke of her vision for the Way Forward. ADAPT alumni spoke about their time at ADAPT and how their lives had changed because of Dr. Mithu Alur's inputs. Some of the staff also shared their experiences. This was followed by inspirational hymns and awards to the volunteers in appreciation of their work. Ms. Malini Chib, *Trustee & Chair, One Little Finger now in the Diversity and Inclusion Team*



*Ms. Malini Chib along with her colleagues Ms. Emma Campbell & Ms. Madeleine Griffith presents 'I have a Dream', a wheelchair dance*

at Tata Sons along with her colleagues Ms. Emma Campbell & Ms. Madeleine Griffith from La Trobe University, presented 'I Have A Dream: A Wheelchair Dance' that was choreographed by Mrs. Salome Roy Kapur and Dr. Mithu Alur.

### *Diwali Party*

The Diwali party was sponsored by the Inner Wheel Club of Bombay. The children danced to the music and were excited to get their Diwali gifts.

### *Christmas Party*

Excited that Santa Claus was coming with gifts, the children sang and danced to 'Jingle Bells' and enjoyed the magic show. The team, headed by Dr. Mithu Alur and Ms. Malini Chib, along with the volunteers entertained them with Christmas carols followed by a Christmas Wheelchair Dance by Ms. Malini Chib and the Colaba team. It was a fun filled morning.



*Malini Chib with the beneficiaries*

### *Sports Day*

It was celebrated on 4<sup>th</sup> February at Colaba. An Inclusive Sports Day was organised at each centre and every beneficiary participated in an event or race. Volunteers, parents and well-wishers joined in to encourage the spirit of sportsmanship. Beneficiaries of the Nursery group, armed with umbrellas ran in a race as jellyfish while others dressed as butterflies hopped to the finish line in search of flowers for nectar.



*Inclusive sports at Colaba Centre*

*An Inclusion Mela* was held at our Bandra Centre on the 7<sup>th</sup> of February 2020. Staff and volunteers of Colaba centre manned food and game stalls.

### *In House*

There is a system of fortnightly review meetings amongst all staff. An important aspect of the meeting is the discussion of individual cases and making of plans for course corrections or future course of action(s).

### **Feedback**

There is a system of continuous interactions, both formal and informal, with the parents / guardians. There is constant contact through a Whatsapp Group as also through personal exchange of notes. In addition, the teacher and the parent communicate their concerns through the 'Tell Book' that is given to each child.

### *Abdullah Nazir: an example*



Abdullah joined the Colaba Centre in June this year. One of the goals for Abdullah is to ensure that he is able to complete the task given to him. Through the six months, he has gradually learnt to complete his activity. Strategies were shared with the parent at home as well so as to reinforce the same.

### *Parent*

Abdullah's mother, Mrs. Mumbina Nazir said, "I was very concerned how Abdullah would cope with academic at the centre, but I was glad to see the improvement and he is growing more confident and happy each day."

### *Other stakeholders*

The local Shiv Sena leaders have visited ADAPT, Colaba and found that our educational programmes offer in-depth service to the children from the vicinity. They have joined hands with us to identify children out of school so that all children should be able to exercise their right to education.

## **Bandra Centre**

In the academic year 2019-2020, the beneficiaries at the Bandra Centre were regrouped into the following groups:

- Primary Group,
- Group I,
- Group II,
- NIOS Group,
- Pre-Vocational Group,
- Functional Literacy Group,
- Grade IX.

The curriculum followed in all the programmes are either adapted or modified to make it child specific. An adapted programme helps retain the learning outcomes of the prescribed curriculum, but adaptations are provided so the beneficiary can participate in the programme. A modified programme has learning outcomes, which are substantially different from the prescribed curriculum, and specifically selected to meet the beneficiary's special needs.

### *Classrooms Modifications*

Modifications are carried out in learning materials, teaching strategies, aids and appliances, and services provided to facilitate each child's learning. Difficulties impeding learning in the classroom are:

1. Involuntary movement
2. Difficulties with mobility
3. Writing difficulties
4. Perceptual difficulties
5. Sensory defects
6. Speech deficits resulting in communication difficulties
7. Seizures
8. Poor listening skills
9. Limited attention and memory skills

In the academic section, the curriculum prescribed by the Maharashtra State Board of Education is followed with adaptations and modifications. An Individual Education Plan (IEP) is prepared for each of the beneficiaries in the academic and vocational sections. Individualized Development Plans (IDPs) are used to chart the child's progress. Working with these helps to



identify child's strengths and weaknesses and teaching methods can be modified accordingly.

Learning is a continuous process, and children have specific learning styles; for e.g. auditory learning, visual learning and kinesthetic learning styles. To facilitate the learning of every child, diverse teaching methods are used. A multi-disciplinary team works with the parents and beneficiaries.

The academic year 2019-20 began on 9<sup>th</sup> June 2019 with a faculty meeting to apprise the staff members of the goals for the current year. Monthly staff meetings were held thereafter to discuss the academic programmes, therapy related schedule and the forthcoming events.

An orientation session was held for parents on 8<sup>th</sup> August 2019. The vision of Dr. Alur and the breadth of her work was shared with them. They were updated on the academic schedule and the importance of therapy, psychological well-being, socio emotional development through co-curricular activities was explained. A discussion was held on rights and the new process of procuring disability certificates.

Academic and vocational classes were held as per the curriculum. Regular co-curricular activities such as music, dance, drama, sports and yoga were incorporated into the curriculum. Education was not restricted to class room learning within the frame work of the curriculum and syllabus. We arranged outings to markets, malls and public utility services like police station, post office and bus depot.

## **Sports**

An essential activity, our beneficiaries participated in Special Sports as well as sports events held by other organisations and always came back with certificates and prizes.

### *Annual Sports Day*

Anything outside the classroom is exciting for children and when it is sports, the excitement is doubled. Events are modified to include all abilities and our Annual Sports Day on February 14, 2020 was a fun filled day that began with the torch bearer, followed by the marching squad and the Sports Oath. The parents' run, and the volunteers' race were enjoyed by all.



*Our winners*

### *HPCL Sampark Inclusive Sports*

Nakshatra 2019 was organised by HPCL on 13<sup>th</sup> April 2019. A well planned and well organised event that was enjoyed by our beneficiaries. Esha Mogul won the silver medal in the hurdle zig zag race. Thank you HPCL for giving us this opportunity.

### *Boccia*

The Sport of Boccia is played by people with severe disabilities and is one of the few inclusive sports, wherein, men and women play on the same team. Reech Sports, a UK based company held a session of Boccia sport at our centre and, finding a lot of enthusiasm for this, it is a regular programme at the Bandra Centre.



*Learning to play Boccia*

### *Swatchata Pakhwada*

Our partner HPCL's annual Swatchata Pakhwada campaign was held in the month of July 2019. The Bandra Centre connected with the Municipal Corporation and coordinated a session on the system of collecting garbage as well as the segregation of wet and dry garbage. Traffic Police officials were invited to the Centre and the problem of abandoned cars on the road, the 'khataras' was discussed. The co-operative officials helped us remove the 'khataras' and cleared the streets. We also put up a green wall with mesh and plants in our playground with the help of 'Sun Start Up-cycling Now', a social enterprise.

In addition, there were workshops for both beneficiaries and staff, celebration of National days, festivals and events through the year. Some of these are chronicled in this report.

### *Music and Sound Therapy*

Conducted by Divya Bhatia and his team, this workshop was held from 18<sup>th</sup> to 26<sup>th</sup> June 2019 for both beneficiaries and staff. The theme songs of the films Sound of Music and Lion King were used to improve interaction and build confidence.

### *Music-Art Therapy Workshop*

Students of the Tata Institute of Social Sciences (TISS) held bi-weekly sessions in July 2019 with the aim of building communication through music.

### *Ganesh Murti Making Workshop*

A unique Ganesh Murti Making Project was held on the 27<sup>th</sup> of August 2019 by the enthusiastic employee volunteers of Nayara Energy, (formerly Essar Oil Ltd) to make eco-friendly Ganesh Idols with seeds embedded in them, which will grow into plants after immersion.



*Making eco-friendly Ganapati*

### *Ganesh Chaturthi*

A five day Ganesh Utsav was held at the Bandra Centre from the 2<sup>nd</sup> to the 7<sup>th</sup> of September. The Eco friendly Ganesh Murti created by the tiny hands of the primary section adorned the pandal set up. Arati was carried out in the presence of beneficiaries, staff, volunteers, senior citizens from the Mita Nundy Community Centre. The eco-friendly idol was immersed in the front yard of the Centre in the midst of reverberating sound of conch shells (shankh). Soon the immersed Murti will grow into a fruit plant making the eco cycle complete.



*Beneficiaries and members of Mita Nundy Community Centre celebrating Ganesh Utsav*

### *Independence Day*

This was celebrated with great enthusiasm with volunteers from the Bloomberg group, KRYFS, National College who performed on stage with our beneficiaries.

### *Staff Day*

Dr. Alur had introduced the celebration of Staff Day to include the multi-disciplinary team that

is an integral part of the rehab process. The beneficiaries acknowledged the difference made by all staff members on this day.

### *International Post Day*

9<sup>th</sup> October is International Post Day and 10<sup>th</sup> October is Indian Post Day and, to acknowledge the service of all the postal staff, who through rain or sun reach out to us even in this IT era, our beneficiaries walked over to Bandra Post Office to greet the postal staff and thanked them on this special day. The Postmaster and the staff were overwhelmed with this unexpected gesture.

### *Diwali Party*

Diwali is not just a festival of lights, it is time to remember our family, friends and well-wishers for being with us through the year. Dr. Mithu Alur spent time with all the staff and colleagues to appreciate their sincere effort through the year. Donors and well-wishers were also appreciated.



*Mrs. Rekha Vijayakar receives a token of appreciation from Dr. Mithu Alur*

### *I Can Bazaar*

The annual 'I Can Bazaar' was held between the 18<sup>th</sup> and 20<sup>th</sup> of October 2019 showcasing a variety of diyas, lights, lanterns, folders, table linen, hand bags, paper products and many more articles, all put together by the creative ability of the beneficiaries and trainees. This event embodies the spirit of 'I Can', the motto created by Dr. Mithu Alur and creates awareness of abilities of the disabilities.

### *Christmas Party*

Every Christmas sees Christmas carols being sung, the Christmas tree and the manger being decorated and a fun filled evening with Santa Claus and gifts for everyone. This is an event that is looked forward to by all.



*Santa meets the children*

### *Holi*

Holi was celebrated with a difference. We re-enforced the values of 'Swatcha Bharat' and 'Water Conservation' while enjoying the Holi Festival. Children were asked to draw and paint using crayons, water colours, vegetables and threads.

### *Makar Sankranti*

Kite Day was celebrated on 15<sup>th</sup> January 2020 with beneficiaries and staff learning to fly kites.

### *An Inclusive Cricket Match*

Sports a big leveler. This was the experience when a friendly match was played between ADAPT and Infogain and ADAPT won!

### *Annual Inclusion Mela*

The Annual Inclusion Mela was held on February 7<sup>th</sup>, 2020 at the Bandra Centre and was inaugurated by Ms. Prema Kotian, Principal of Purushottam High School. 700 children of



mainstream schools interacted with our beneficiaries and enjoyed the games and music. The disco room was the most crowded at this awareness and revenue generating event.

### *Shivaji Maharaj Jayanti*

19<sup>th</sup> February is the birthdate of the Maratha King Shivaji and was celebrated with songs of Maharashtra and stories of valour and independence.

### *Visit to MET College*

The students of MET College, Bandra hosted a Children's Day event for our beneficiaries that had activities which included painting, singing, dancing, refreshments and gifts.

### *Renovation of our Garden*

The garden adjoining the Pre-primary section has been renovated by the Dahanukar family who has also equipped it with modern play equipment. We acknowledge this kind gesture with sincere gratitude.

## Therapy Department – Bandra

Therapy is a critical intervention for persons with disability as impaired mobility and hand functions impact their participation in everyday activities and social life. Beneficiaries availing therapy show improvement in their fine and gross motor skills as well as in cognition, dressing and social interaction skills. Therapy can provide extra help to the families in dealing with any stress, depression or anxiety that they may be experiencing, due to having to cope with disability.

Persons with disability need inputs from a multi-disciplinary team, which includes physiotherapists, occupational therapists and speech therapists. After a detailed physical, developmental, psychological and psychometric assessment, customized therapy sessions are developed and delivered at our Resource Centres for Inclusion at Colaba and Bandra, at our Community Centre in Dharavi and at our Skills Development Centre at Chembur.

The therapy designed is child or person centric and the needs of the family are the most important aspect of our goal planning. Individual as well as group therapy sessions are offered. Individual therapy is an effective collaborative approach between a therapist and the client, to assist the individual in identifying problems, exploring feelings, working through challenges, and setting goals, in order to move the person toward the change they desire. In the individual sessions, the client and therapist work toward promoting personal strength through interpersonal interaction. Group therapy is also a collaborative approach, involving one or more skilled therapists facilitating multiple individuals at the same time.



*Sejal conducting Individualised therapy session*

### **Department of Paediatric and Adult Rehabilitation - Bandra**

Rehabilitation Services at ADAPT follow the social model of disability. All members of the

team work cohesively to plan and create common goals for the beneficiaries. Parents are critical members of the team and are involved in the management and planning processes. Depending on the nature and prognosis of the disability, therapists develop short and long term goals plan the therapy, which is carried out in various settings that include individual one-on-one sessions or group sessions. We have also expanded our work to include an array of new clinical services for rehabilitation in orthopaedic and neurological conditions, Dysphagia management, sports rehab and fitness & weight management. Ageing being an integral part of existence, we also cater to members of the geriatric population by providing advice and services for a better and healthy life.

### **Services offered in 2019-2020**

Therapy services for all beneficiaries were planned according to their individual needs, with the therapists helping to foster greater independence in all the activities at the centre and at home.

In 2019-2020, 101 beneficiaries from the pediatric and adult population with cerebral palsy, ADHD, Down's Syndrome, Autism and other orthopedic and neurological disorders received individual therapy. Regular follow-ups with parents ensured that therapeutic intervention were carried forward. Teamwork and peer interaction was also enhanced with group sessions for 44 beneficiaries.

Some of the groups that functioned this year were:

#### *The strengthening group*

This group is held at the gym at the Bandra centre. The adult beneficiaries are taken to the gym for strength and muscle training that helps to increase their muscle endurance and overall stamina. The gym is also open to staff members who would like improve their cardiac and muscle capacity.

#### *The ADL group*

Independence in Activities of Daily Living is the focus of the ADL group. Sessions focus on improving coordination and fine motor skills that help them to work on their dressing/undressing skills, brushing skills etc.

#### *The conductive education group*

Conductive Education is useful for younger children. Conductive education sessions are also called Peto sessions and are held along with the parents. The focus of this group is on mobility, sensory integration and activities of daily living.

*Furniture modifications:* The therapist also visits every class to give inputs for furniture modifications so that every child can have better posture and alignment. This also helps respiratory functions and enables the beneficiaries to participate in activities for long periods of time.

*Aids and adaptations:* Post assessment, beneficiaries are prescribed orthotic aids like braces and splints, walkers, crutches and other mobility and transfer aids, if needed to improve mobility.

*Parent Training in Home Management:* Building parental capacity and sharing techniques of management at home is a crucial aspect of the therapy department's mandate and this helps the programme being carried on at home as well.

*External consultations:* Case conferences and clinics are organised on a needs basis with our consultant doctors Dr. Taral Nagda, Paediatric Orthopaedic Surgeon, Dr Anaita Hegde and Dr. Neelu Desai, Paediatric Neurologists. Regular discussions and consultations were held with the specialists for beneficiaries from all our Centres and the management recommended by them was shared with the parents.

## Therapy Department – Colaba

ADAPT's therapy department is committed to meeting the needs of its clients in an individualized, multi-faceted and holistic treatment approach. The members of the therapy team work with a common vision and mutually agreed aims and objectives to achieve the desired goals. Therapy services are extended to the community by educating the community workers and teachers. The therapists work in coordination with the staff to ensure the child's maximal functional independence in the classroom. Parents are guided and trained to follow the programme at home. This enables parents to have a better understanding of their child strengths and weaknesses.

### *Individual Therapy*

Students who need one on one therapy sessions were identified and accordingly provided individual therapy for optimal results. These children included children with varied diagnosis such as Cerebral Palsy, Down's Syndrome, Autistic Spectrum Disorder (ASD) and Attention Deficit Hyperactive Disorder (ADHD). In the year 2019-2020, 20 students at the Colaba Centre received a total of 236 individual therapy sessions. Children are initially assessed to identify their functional impairments. Various neurological approaches were used to manage these impairments and gain the desired outcomes. Neurodevelopmental approach, sensory integration and functional-based training are the most commonly used approaches. Goal oriented therapy is used to reassess all the students at the end of the year to check for progress.



*Learning to balance*

### *Group Therapy*

Groups were made according to the age and functional abilities of the children. These sessions help children to initiate peer interaction, transition from one activity to another, develop fine motor skills, language skills, negotiating and problem solving skills. Children learn faster through group activities with their peers.

The groups formed were:

*ADL (Activities of Daily Living) group:* This group of children mainly faced difficulties in performing activities of daily living. Therapy sessions focused on making them independent in activities like grooming, dressing, undressing, toileting, transfers and mobility.

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



## **Other interventions**

### *Classroom interventions*

Classroom-intervention are conducted through the year in every class. The aim of classroom interventions is to support the class teacher in improving skills important for academics. The skills include pencil grip modifications to help with writing skills and teaching the teacher activities that improve the attention span for children with hyperactivity.

### *Furniture and wheelchair modifications*

Classroom interventions also include assessment of furniture. Modifications are done based on the individual needs of the child and may include additions to the chair like headrests, armrests, footrests and various straps to ensure optimal postural alignment, thus assisting the child in feeding and other classroom activities. The services of the carpenter are enlisted to help make the necessary modifications as per the individual child's needs.

### *Aids and Adaptations*

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

### *Home Management and Parent Training*

Exercises and activities that can be done in the home are planned and followed up by the therapists. Parent training is an essential component of therapist interaction with parents, where parents are taught about various handling techniques and positioning activities that facilitate normal postural tone and sustain the effects of the therapy sessions.

### *PETO sessions*

PETO sessions aim to train the parent to understand basic handling and therapy techniques, which are necessary for their child. PETO sessions are conducted for children having similar abilities along with their parents. The therapist guides and trains parents so that they can help their children to perform exercises. These sessions assist in helping to educate and empower the parents for facilitating their child's abilities. With the involvement of parents, the therapist is able to plan therapy goals in a holistic manner.

### *External consultations*

In the current year, orthopedic and neurology clinics were organised. Children with orthopedic concerns were referred to clinics organised at the ADAPT Bandra center under pediatric orthopedic surgeon, Dr. Taral Nagda and his associate Dr. Jaideep Dhamele who provided guidance. Dr. Neelu Desai, Pediatric Neurologist, attended to children with neurological issues.

## **Case study**

### *Ujjual Dubey*

Ujjual, a bright and curious 10 year old boy, has Spastic Quadriparesis. Ujjual moved by rolling/creeping and could sit, when made to with fair balance. His reach with his upper limbs was limited.

His goals were planned in collaboration with his enthusiastic mother who earnestly carried out the home management programme taught to her by the therapist. At the end of 2 months, Ujjual

could take a few steps of reciprocal crawling, rise to stand with minimal assistance and stand without assistance for 8-10 counts. He has better reach with his upper limbs. He can now perform tasks in the sitting position with more ease.

## Therapy Department – Chembur

Therapy interventions at the Chembur Centre are in the form of individual therapy, group therapy or a combination of both, along with classroom interventions. The therapists share their intervention plans and strategies with the parents and other staff to enable them to follow up. Individual sessions are more specific in overcoming limitations and focus mainly on gaining selective motor control, specific muscle strengthening, training balance and coordination, activities of daily living and improving precision in skill performance.

The group sessions on the other hand, include flexibility exercises, gross motor activities, large group muscle strengthening, balance and coordination training, breathing exercises, cross training and other physical activities that demand motor planning and/or sensory processing. We have a customised protocol for every trainee that is modified according to the progress noted with age related and environmental requirements.



*Strengthening exercises on the treadmill*

### **Classroom Interventions**

To enable holistic development, regular Teacher-Therapist meetings are held to discuss challenges. Similarly, challenges faced by parents are discussed in the Parent-Teacher meetings which are attended by therapists as well. Classroom intervention is an ongoing process. Interventions are directed towards facilitating the acquisition of skills that will lead to enabling the trainee in matters of placement or employment.

Classroom interventions include the following areas:

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

### *A Case Study*

Ashutosh Route is a 27 year old adult with Quadriplegic Cerebral Palsy attending our Skills Development Centre. He is being trained to man the Reception. He found it difficult to hold the receiver of the telephone and could not file papers. Ashutosh was unable to transfer himself from his bed to his wheelchair and vice-versa without support. Activities



*Strengthening his upper limbs*

of daily living posed a challenge. After regular individual therapy sessions, he is able work effectively at his workstation and is able to hold the telephone receiver and notes down important numbers with minimal support. Ashutosh says that he is more confident and happier, now and feels more energetic after his sessions.

## Department of Speech Therapy

Assessments related to speech and language development were conducted for the beneficiaries attending the Centres and those attending our out-patient services by the Speech and Language Therapy Department. Individual and Group therapy sessions were held, addressing challenges faced in social skills and communication. Concerns about feeding and other oral motor problems were addressed with parents and staff were guided in simple oral motor therapy and correct posture and oral exercises. The Department also provided inputs on speech, language and communication disorders on the training programmes conducted at ADAPT.

For children with unintelligible speech or who do not have speech, Alternative and Augmentative Communication (AAC) was used and beneficiaries were trained on communication boards to enable them to express their thoughts. Classroom intervention consisted on guidance to other staff to work on language difficulty and feeding patterns.

Home-based interventions were provided whereby parents were counselled and trained to carry out the same programme at home as consistent follow up has been shown to improve the outcomes.

### Conclusion

The Therapy department forms an integral part of the services at ADAPT that constantly strive to provide the best services to its beneficiaries. The physiotherapist, occupational therapist and speech and language therapist form an important part of the intervention team at ADAPT. The therapists adopt a functional and child-centered approach of goal setting, within the social model, consistent with current trends in health care, accreditation and rehabilitation theories.

## Department of Psychology

The Department of Psychology provides a range of facilities to all our stakeholders, children, adults and parents. It promotes good mental health by providing an open, non-judgemental platform to the beneficiaries to talk about anything that causes distress. This department works very closely with the other departments of Education, Therapy and Social Work.

The psychologist works closely with the teachers and parents to get a holistic view of their social interaction, behaviour and emotional well-being in different settings; at the centre, at home, and in unknown social situations. This helps the psychologist to find out the probable cause or antecedent for any inappropriate behaviour and then work towards its management along with the teacher and the family. The family is involved at every stage to enable them to carry on the intervention strategies suggested consistently, in all situations, resulting in the desired change in the behaviour of the child or trainee.



### *Assessments*

New admissions undergo a comprehensive assessment which include an assessment by a psychologist to assess the cognitive capacity and emotional behaviour of the child/trainee. This is done through a parent interview and observation/interaction by the psychologist. After this preliminary assessment a detailed standardized assessment may be done if required. In the current year, 25 assessments were done at Skills Development Centre, 32 at the Bandra Centre and 12 at the Colaba Centre.

### *Individual Sessions*

In the individual sessions, each child or trainee is met on a one-on-one basis by the psychologist. The number of sessions are need based and vary according to the severity of challenges faced by the child/trainee. Individual sessions are in depth counselling sessions which are led by the child and he/she is given an opportunity and a safe place to speak on any matter. Referrals for the individual sessions come from either the staff or the parents. After a couple of individual sessions, the psychologist prepares the plan of intervention which is then shared with the parents and the staff to be followed at home and in class. Individual sessions were held across the three centres at Colaba, Bandra and Chembur.

### *Group Sessions*

Group sessions are basically used to enhance social behaviour. There are two major topics taken up during the group sessions: Social Skills Training and Sex Education.

In the Social Skills Training, the focus is on social interactions such as appropriate behaviour in social settings like a party or an interview, maintaining appropriate eye contact during conversations, managing peer conflicts etc. Techniques such as role playing, modelling, storytelling are used. These sessions were mainly held for the adult trainees at our Skills Development Centre (SDC) at Chembur.

Groups are created based on age and gender for the sessions focusing on sex education. The young adults at SDC were spoken to about personal hygiene, sex education and the concept of good and bad touch. For the younger children, the psychologist conducted a series of sessions using the life skill module developed by Arpan, an organisation that works towards prevention of Child Sexual Abuse. This module on Personal Safety Education is a step in the direction of preventing and reducing the risk of children from becoming victims of sexual abuse. It is built on the core life skills of decision making, problem solving, critical thinking, interpersonal relationship, self-awareness and empathy building. It empowers children to take part in their own protection by giving them information, building skills and self-esteem. These sessions were conducted for the children of Bandra and Colaba centres.

### *Observations and Interventions*

The psychologist also observes and assesses behaviour in the classroom and addresses any behavioural/emotional concerns or social problems that are noticed, during the group sessions. Other staff members are also given the appropriate recommendations for implementing and guided to make and maintain a weekly behavioural chart. Using the principles of positive reinforcement, beneficiaries are motivated to adhere to appropriate social behaviour.

### *Parent Counseling*

Parents were counselled to help them understand the nature of their child's disability and the challenges faced by their children. The focus of these sessions was to empower parents and

also make them equal partners in their child's holistic development. Strategies to manage their children at home were shared. During the counselling sessions the importance to use de-stressing techniques for the prime caregivers were stressed upon.

### *New Initiative*

Dr. Alur introduced the Autism Intervention Therapy Programme (AITP) at our Colaba and Bandra centres for young children with Autism Spectrum Disorder (ASD). A comprehensive assessment is first done by interviewing the parents and interacting with the child. Thereafter, the family is counselled and keeping in mind the needs of the family and the strengths of the child, a plan of intervention is made. During the individual sessions, the mother is an active participant and strategies are shared to improve engagement, attention, play skills, social skills and communication of the child. During this year, three children from Colaba and four children from Bandra Centre received the AITP services.

## Department of Social Work

The Social Work Department coordinates between parents and the organisation and helps in the admission process. It also coordinates the evaluations by the senior team for admission to ADAPT or as an out-patient. This department is the first point of contact for the parent. The functions of this department are similar across all our Centres.

Several activities fall under the purview of the Department of Social Work and the following were carried out in the period 2019-2020:

### *Enquiries*

Attending to enquires forms an important part of the social workers job profile. He/she meets up with parents personally as well as answers queries over the telephone. Enquiries received include information about admission, information on the organisation, possibility to do voluntary work, or inquiries to visit the organisation amongst others.

### *Out-Patient Department (OPD)*

All new enquiries are met by the Social Worker who gives an orientation to the organisation and its services and fills the Social Profile forms which help the specialists understand the grassroot situation. This is then forwarded to the therapist and special educator for their therapy and educational assessments.

### *Coordination of the assessments and screening process*

The Social Worker coordinates with parents and the multidisciplinary team for a comprehensive assessment process.

### *Case Conferences*

Once all assessments are completed, the team consisting of the Director, the Education Coordinator, the Special Educator, the Physiotherapist and the Social Worker meet for a case discussion for each child. Based on the case conference, the children were referred to the different services at the center such as remediation, home management, therapy or for admission into the programme at ADAPT.

### *Home Visits*

The Social Worker visited the homes to follow up with children who were not attending the programme regularly. Families were met with to find out their challenges and to provide solutions.

### *Networking*

The social worker networked with other organisations to spread awareness and sensitize the community around on inclusion and the rights of people with disabilities.

### *Referrals*

Children and young adults may be referred to other programmes and organisations if their requirements warrant it.

### *Sensitization of parents*

The importance of education, therapy, regular attendance and the procurement of Aadhaar Cards and disability certificates is carried out by the social worker.

### *Obtaining Disability Certificates*

All new beneficiaries are guided on the process of procuring disability certificates. Under the new Rights of Persons with Disability Act, the disability certificates obtained earlier have to be renewed and the social worker networked with the JJ Municipal Hospital for the same.

This required visits to the Nair Municipal Hospital for conducting assessments of children as part of the mandatory paper work for the procuring of disability certificates from the JJ Municipal Hospital. The social worker accompanied the parents on these visits. A camp was also conducted at the JJ Hospital for this purpose.

### *Volunteering Project*

The social worker coordinated the College volunteering project at the Centers. He coordinated with the colleges, gave information on volunteering opportunities and once they signed up for the programme he supervised their attendance and allotted them tasks to be done at each of their visits with help from senior staff.

## **Adult Services: Skills Development Centre**

The Skills Development Centre (SDC) is geared to give complete training facilities to each individual according to his or her ability, to create job opportunities, placements and provide follow up services for all disabled clients. It is recognized by the Disability Welfare Commissioners Office in the Social Justice Department (Government of Maharashtra). The SDC teaches various skills which prepare Persons with Disabilities (PWD) for becoming active members of society and earning a livelihood. It also gives opportunities for forming Cooperatives and earning one's livelihood.



*Producing items for Exhibition*



The Basic Skills Trainings that were provided included:

- Computer and Data Processing
- Textiles Designing
- Ceramics and Pottery
- Horticulture, Automotive Repair, Telephone Operator
- Catering and Baking

Continuing education was in the form of preparation for the National Institute of Open Schooling (NIOS) Examinations and socio emotional development was carried out through various co and extra-curricular activities.

In keeping with the requirements of providing Inclusive Employment, advanced learning facilities in various skills with upgraded soft skills and vocational training have been developed. Research has formed the base for the creation of the Curriculum for all the courses offered, the Individualized Education Plans (IEPs) and Individualized Development Plans (IEDs), checklists and formalized training modules for all the targeted stakeholders.

Dr. Alur has developed a blueprint on methods and procedures for carrying out assessments of trainees, parents and trainers; and for the conduct of therapy cum training. A vocational rehabilitation curriculum is available that focuses on Numeracy, Literacy, Mathematics, Communication and Social Skills (as mandated by International Labour Organisation). Modules of Training building the capacity and empowering four groups of stakeholders (Trainees; Parents; Staff; Corporates) are available.

#### *Interventions by the multi-disciplinary team*

Regular interventions both individual and collective have been carried out on the beneficiaries by in house Social Worker, Physiotherapist, Occupational Therapist and Psychologist. A schedule has been created for each beneficiary. Progress is charted so that the interventions are in continuum and there is a goal to be achieved for each beneficiary.

To derive maximum benefits, the Skills Development Centre has a well-equipped Therapy Department and Gymnasium. The beneficiaries are guided and personally supervised by the trainers through the sessions. The parents are also updated on any requirements and on all progress so that they are equal partners in the process.

## **Training**

### *Training of Trainers*

The Train the Trainer Module was conducted from 3<sup>rd</sup> to 11<sup>th</sup> June 2019 for nineteen trainers and staff. The objective of this training was to provide an understanding of the human rights approach to disability and inclusion. It also included training techniques and teaching strategies. There were lively discussions and participation on the methods to debunk myths and misconceptions surrounding disability and to introduce disability-friendly language and etiquette.

### *Workshop on Self Esteem and Behavior Management*

A workshop on Self Esteem and Behavior Management was conducted on 26<sup>th</sup> and 29<sup>th</sup> July 2019. It was attended by twenty two staff members.

This training session was conducted with a view to create a culture of appreciation, sensitivity, and respect for co-workers. The focus was on basic etiquettes which included inter alia, being considerate to others, interpersonal communication, telephone and e-mail etiquettes.

### *Public Speaking Module*

Public speaking is a major challenge to most people but trainers need to coach themselves to overcome their fears through proper training. To help overcome these fears, a training session on Public Speaking was conducted on 1<sup>st</sup> of August 2019 which was attended by fourteen members of staff.

### *Orientation Programme for New Beneficiaries and Parents*

An Orientation Programme for new beneficiaries and their parents was held in August. The programme included visits to the Colaba, Dharavi and Bandra Centres. The parents were given an overview of the work carried out in all the centers of ADAPT. The outcome of this was a decision to form a parents' group and help each other in this journey.

### *Parent and Trainer Meetings*

Parent-Trainer meetings were held every quarter wherein parents interacted with staff to discuss their wards' progress. The meetings also help in articulating future plans, fears and challenges experienced, and lead to solutions to academic or behavioral problems.



*Updating parent on progress made*

### **Celebrations and Festivals**

#### *HPCL 45<sup>th</sup> Foundation Day Celebration*

On 15<sup>th</sup> July, our talented and enthusiastic trainees, mesmerized HPCL Employees with a melodious rendition of the Ganapati Vandana during their 45<sup>th</sup> Foundation Day Celebration at the HPCL headquarters.

#### *Independence Day*

Independence Day was celebrated with gaiety and nationalistic fervor on 15<sup>th</sup> August 2019. Trainees and trainers and parents participated in the function. The flag was hoisted by our Chief Guest, Swami Mounananda. This was followed by patriotic songs and speeches by staff and trainees. The beneficiaries impressed the gathering with songs and a colorful dance performance.

#### *Raksha Bandhan*

Raksha Bandhan was celebrated at the centre on 14<sup>th</sup> August 2019. Our trainees prepared for the festivities by making rakhis. Parents brought along sweets and small gifts. Boys were greeted with kumkum-tilak and diyas by our female trainees who tied colourful rakhis onto the boys' wrists.

The festivities focused on the bonds of relationship between brother and sister. The laughter, fun and spontaneous gaiety were infectious. The smiles on the faces of our beneficiaries added to the feeling of bonhomie and celebration.

#### *Janamashtami*

Janamashtami was celebrated on 23<sup>rd</sup> August 2019 with fervor and spirit. There was participation from within campus and also from the nearby localities. A Dahi Handi was the prize which was aimed for by many groups of "Makhan Chors and Chornis." Our trainees were joyous and participated in the festivities in full gusto and cheer.

### *Ganesh Chaturthi*

The Ganesh Chaturthi festival was celebrated for five days at SDC. The beneficiaries, parents and staff participated in the morning Aarti. On the final day, a grand Havan was performed by a priest and Visarjan took place thereafter.

### *Dandiya Celebrations*

Navratri puts everybody in a festive mode! Trainees celebrated this event by dancing to Garba music in their most colorful outfits. The ritual of drawing Rangoli patterns symbolises beauty, hope and tradition, and our trainees, assisted by a few parents, volunteers and trainers, decorated our entrances and hall with beautiful rangoli patterns and diyas. A sumptuous lunch was prepared by the Mothers Kitchen.

### *Diwali Party*

The SDC auditorium was the venue for our celebration of Diwali on 18<sup>th</sup> October 2019. The festival of Lights was celebrated with reverence. Games, music, dancing and a fashion show formed part of the revelry. A display of noiseless, colorful, eco-friendly fireworks enthralled our trainees. The festivities ended with a sumptuous lunch and gift distribution.

### *Christmas Party*

Christmas was celebrated with joy and happiness and a feeling of brotherhood. A visiting Santa is always a source of joy and great excitement even for adults! And our friendly neighborhood Santa received a very spirited welcome. There was a scramble to get pictures taken with this bubbly Santa and he did not disappoint! Trainees sang Christmas Carols and jived to Bollywood tunes in our Christmas themed auditorium.



*Santa Claus with his helper*

### *Participation in Exhibitions*

An exhibition cum-activity of Rakhi-making was held for the staff at Kalpataru Ltd, Santacruz on 2<sup>nd</sup> August 2019. Our trainees got an opportunity to communicate and interact with the staff. They were confident and enjoyed the event.

Our beneficiaries also participated in an exhibition at Kalpataru Realtors at Andheri on 23<sup>rd</sup> October 2019. Diwali being the festival of lights, the most common and enjoyable activity was the painting and decorating of the clay diyas. Our trainees, along with staff of Kalpataru Realtors created beautiful works of art on earthen lamps of various sizes.

### *Dance Competition*

On 21<sup>st</sup> August, 2019 our trainees, participated in a dance competition with the Senior Citizen's groups at the 'Dignity Generation Programme' held at Dadar where our trainees were the champions and won the first prize.



*Women prizes in dance*

### *Visit by HPCL Audit Team*

The Impact Assessment Team of HPCL visited SDC on the 17<sup>th</sup> of September 2019. The 5 member team visited all departments at SDC, and interacted with both Staff and Trainees.



### *Founders Day*

Our Founders Day was celebrated with great joy and enthusiasm. The programme commenced with the lighting of the lamp by staff and volunteers, followed by a rendition of Rabindra Sangeet and bhajans by a team of trainees. A Trainee gave a speech on Gandhiji's accomplishments and the programme ended with a dance performance by our team of trainees.

*Makkar Sankranti* was celebrated on 15<sup>th</sup> January 2020 to mark the shift of the sun and the beginning of longer days. To mark this celebration, kites were made and flown.

### *TATA Mumbai Marathon*

An overnight stay at the Centre was planned for the night prior to the big race. Trainees, parents and staff had a fun filled night, of bonding, laughter and gaiety. Most trainees hardly slept a wink due to the excitement of just being together and the anticipation of the next day's race. On 19<sup>th</sup> January 2020, 30 trainees together with parents participated in the TATA Mumbai Marathon.

### *Mumbai Darshan*

A busload of trainees, staff and volunteers were part of the tour that visited iconic places of interest in Mumbai. The bus crawled through the Worli-Sealink, Haji-Ali Durgah and Marine Drive. Its open-top gave trainees a different view of the city which was conveyed through loud gasps of delight!

*An Inclusion Mela* was held at our Bandra centre and students from surrounding mainstream schools also attended. Parents, beneficiaries, siblings also attended in huge numbers. Staff and volunteers manned food, drink and game stalls. It was a fun filled day where both able and disabled played, laughed and ate together! A wonderful sight indeed!

### *Chembur Festival*

'Divyakala Tarang' the Chembur Festival is aimed towards the inclusion of children and youth with disabilities. This festival offers a platform to showcase their talents by looking at their 'ability' rather than disability. We used this as a platform to raise awareness in this regard. A block-printing demonstration workshop was held at Diamond Garden on the 13<sup>th</sup> and 14<sup>th</sup> of February. Interns from SNDT University also assisted our trainees in this event. Our trainees proudly and enthusiastically showcased their talents in singing and dancing as well. They taught members of the public how block printing is done! Students from our Dharavi centre-Karuna Sadan also attended this event.

A free stall was also allocated to us to showcase our products, our services and to create awareness on disability issues on the 15<sup>th</sup> and 16<sup>th</sup> February.

MLA, Chembur, Mr Prakash V Phaterpekar, participated on stage with our trainees during the dance performance at Diamond Garden, 15<sup>th</sup> February 2020.

*HPCL's Sports Day* provided an opportunity to our trainees to once again be out in the open to participate in sporting activities. Other NGO's who cater to the economically disadvantaged were also invited to participate.



*Block printing demonstration at Diamond Garden*

### *Annual Sports Day*

Our Sports Day was held at AFAC school grounds Chembur on 1<sup>st</sup> March 2020. Preparations began a day earlier with staff, ancillary and volunteers assisting in the setting up of the grounds. Training for the event was evident as trainees completed races faster than was expected. The day ended with a presentation of medals and certificates. Refreshments were served to all present.



*Annual sports day, AFAC grounds, Chembur.*

## **ADAPT and HPCL together make Corporate Social Responsibility a successful reality**

In collaboration with HPCL, ADAPT continues to provide quality education and treatment based on the individual needs of each beneficiary, in a supportive environment so that they can realize their full potential. This collaboration began in 2011.

The interventions provided to the beneficiaries have been documented through tools and monitoring have been developed by Dr. Alur over the years based on her experience and research.

Remedial teaching strategies are being used, catering to the specific needs of every beneficiary. Teachers prepare weekly lesson plans as per the syllabus of the class. In addition to the above, the teachers were trained to use an innovative tool 'Oval' by Mrs. Usha Ramakrishnan, comprising of the present abilities of each of the beneficiaries. This included the areas they need to work on through the term: physical, cognitive, educational. To meet the above, individual development and educational plans have been drawn out for each beneficiary. Cost effective teaching and communication aids made by the staff are used for teaching in all classes with the help of volunteers from colleges.

Educational, physical, emotional and social growth of the child is achieved in a play way method through different techniques of indoor and outdoor play which focus on enhancing gross and fine motor activities.

ADAPT caters to beneficiaries with multiple challenges, some of whom are unable to attempt an academic curriculum and need one that is flexible, individualized and designed to match the level of the child's goals. This section includes the following groups: Prevocational Junior, Prevocational Senior, Vocational Development Programme and Work Skills Unit.

The Prevocational and Work Skills Units have both practical and theory components. The curriculum followed in all the programmes is adapted or modified to make it child specific.

Therapeutic interventions could be in the form of individual therapy/group therapy or a combination of both, along with classroom interventions. The therapists share their intervention plans and strategies with the parents and other staff to enable them to follow up. Individual sessions are more specific in overcoming limitations and mainly focus on gaining selective motor control, specific muscle strengthening, training balance and coordination, activities of daily living and improving precision in skill performance. The group sessions, on the other hand include flexibility exercises, gross motor activities, large group muscle strengthening, balance and coordination training, breathing exercises, cross training and other physical

activities that demand motor planning and/or sensory processing.

Dr. Alur believes in the all-round development of personality and therefore also focuses on the socio-emotional development of our beneficiaries through co-curricular and extra-curricular activities. We provide exposure in the areas of physical education and sports, drama, music, pottery, art and craft and dance and our beneficiaries perform in events held to celebrate major festivals. They also participate in external public events like exhibitions, dance programmes organised by others.

We participated in the Annual HPCL Conclave held by HPCL where we presented the project to nine other partners of HPCL and gave our inputs for the HPCL initiative 'Anandshala'. The theme of the Conclave was 'Towards Collective Impact'. The Conclave exposed us to the work being carried out in the developmental field and new areas of collaborations between the partners emerged.



*Audit visit to the Computer training at the Skills Development Centre*

We have, over the years, been an integral part of the events organised by HPCL. This year, all our centres undertook innovative activities under the HPCL Swatcchata Pakhwada in June, ranging from collecting plastic to give environmentally friendly organisations, explaining the rules of segregating garbage and creating a green wall with plants to getting old vehicles towed away to clear the lanes and creating eco-friendly products and learning about conservation.

Our adult beneficiaries also participated in HPCL's Foundation Day in July, performing the Ganapati Vandana. An inclusive Sports Day, the HP Sampark Nakshatra saw our trainees compete with other NGOs and schools, winning a trophy as well.

Our HPCL family joined us, as always for the Tata Mumbai Marathon, where ADAPT is the Official Provider for the 'Champions With Disability' Race. Mr. Surana, Chairman and MD, HPCL joined our Chairperson, Dr. Mithu Alur and His Excellency Shri Bhagat Singh Koshyari, Governor of Maharashtra, to flag off the Champions With Disability Race.



*At the inclusive sports organised by HPCL*

A five member Impact Assessment Team of HPCL visited all our Centres on 17<sup>th</sup> September 2019 and interacted with staff, parents and beneficiaries.

### *Refurbishment*

Our Library and Media Resource Center and the Therapy Unit were in need of renovation due to seepage over the years and we are grateful to HPCL for supporting the work of refurbishment of these two critical areas. This will positively impact the wellbeing of our staff and beneficiaries.



*The refurbished Adult Therapy Centre*

# ADAPT-Oracle Project

This project is a partnership between ADAPT and Oracle, supported by Charities Aids Foundation India (CAF).

## Mita Nundy Community Centre (MNCC)

The Mita Nundy Community Centre is a much loved programme for senior citizens targeting mind and body health by providing social and recreational activities.

Besides regular weekly activities, special activities are held at regular intervals. The activity schedule and events calendar is circulated to members for their convenience and also to ensure regularity and discipline, and helps them focus and plan. Meditation, Yoga, Dance, and Computer Classes are weekly activities for the members of the Mita Nundy Community Centre. To stimulate their cognitive skills, various board games like carrom and chess are encouraged. Table tennis too has emerged as a star and it helps defeating muscle atrophy but without oversteering. It also helps in bettering reflexes, building concentration and focus. Reading books in quiet corners is also a popular activity for our book worms, they are amongst peers and yet not alone. They share thoughts and laughs and quite enjoy it.



*A Meditation class in progress*

Meditation and its therapeutic values are appreciated by our members. These sessions are held regularly. Post sessions, they exchange their experiences with each other and with the resource person. Meditation practices continue at home. A few members with initiative even teach their friends and family. They appreciate the calm and invigoration meditation brings them. It is a much loved activity.

### *Dance Activity*

Members who are dance aficionados attend dance workshops with great enthusiasm. It puts the participants in an entirely different zone. Dance brings a spring in their step, a sway in their bodies, joy in their hearts and delight in their lives.

This activity, as experienced by the members is therapeutic. Music weaves, rhythm happens and magic is crafted.

### *Computer Session*

Age is no barrier to learning and our members prove that in the computer sessions. We get to see new members and new enthusiasm. While the freshers are juggling with the mouse, others are trying to learn and grasp Microsoft word with eager confidence. This is very encouraging. Our members are becoming text savvy and their smile are very rewarding. Their beaming smiles at small beneficial learnings are rewarding.



*Learning to navigate the internet*



## Major Events

### *Monsoon Masti*

Seventy eight senior citizens met at ADAPT's Bandra Centre on Thursday 27<sup>th</sup> June 2019. Monsoon Masti event had interesting activities and games. An 'ice-breaking activity' put the seniors in groups that facilitated interaction amongst participants. Games like 'guess the weight of the watermelon' and 'guess the pages of the book' gave scope to challenging and developing cognitive skills. Members were sincerely guessing the right answers with the hope of getting the attractive prizes. An evening to remember!

### *Independence Day Programme*

MNCC members attended ADAPT Bandra Centre's Independence Day programme. We realized that volunteers from corporates find joy in interacting with, and performing for, our senior members. On Wednesday 14<sup>th</sup> August 2019, MNCC members and volunteers of KRYFS, India's leading Transformer Core Manufacturing Company, celebrated the evening together. The employee volunteers gave an exclusive entertainment programme of dance and skits. The volunteers mingled with the children and distributed chocolates and candies. On another day, volunteers from Bloomberg also spent half a day with our children and senior citizens before the programme and helped them in art, craft and sports. Mr. Paul of Bloomberg later entertained the audience with music on the mouthorgan. Both able and disabled connected through music and dance, thus making it an Inclusive event.

### *Ganesh Murti Project*

At ADAPT's Bandra centre, a unique Ganesh Murti making project was held by enthusiastic employee volunteers of Nayara Energy, former Essar Oil Ltd. Adaptians and Nayara together made beautiful eco-friendly Ganesh Idols. These idols had plant seeds embedded in them which will grow into plants after immersion! This eco-friendly concept is developed by Meeta Creations.

Officials of Nayara and about twenty-five MNCC members were very excited to be a part of this project. Seniors were helping the children in this idol making project. Deep connections were being established.

### *Ganesh Chaturthi*

MNCC members very enthusiastically participated in the Ganesh Chaturthi celebration. It was an inclusive puja at the Bandra centre on Monday 2<sup>nd</sup> September 2019. Eco friendly Ganesh Murtis were created with the assistance of the tiny hands of Adaptians and wise old hands of the MNCC members. Members from all communities were present during the Ganesh Sthapana adding a pious grandeur and cosmopolitan flavor to the event. Participation in the Arati by all was the highpoint.

### *Dance Performance*

The MNCC had organised a Dance Show in October at our Skills Development Centre Chembur. The Nrityanjali Group headed by its Founder Chairperson Dr. Tushar Guha, along with Dr. Anonna Guha, Sangita Dalvi and their team of experienced dancers held the full house spellbound through their performances. The members could not hold themselves back, took to stage and danced merrily.

### *Film Show*

Senior members of the MNCC were very excited to attend the film show at the Bandra centre.

The auditorium was packed with senior members, parents of special children and adults with disabilities. The movie was enjoyed by all.

Our regular weekly activities of meditation, computer, dancing classes continued for the months of January 2020 and February 2020. Then the unprecedented happened, the pandemic led to a lockdown and the centre closed on 15<sup>th</sup> March 2020.

## **Knowledge Management Center**

People with disabilities, are arguably the largest minority group in the world, and yet are basically excluded. Lack of awareness and knowledge is a gap that needs to be filled. Our Knowledge Management Center project under Oracle is an effort in that direction.

ADAPT embarked on a journey of creating a Knowledge Management Centre with the idea of democratizing knowledge by digitizing its content for a far rapid dissemination of knowledge and applications to support the disabled.

The objective of this knowledge dissemination across the country through courses is to train teachers to work with a disabled child in special and inclusive schools, to enable Corporations and small businesses to employ disabled, to train parents to psychologically cope with the attention required to be given to a disabled child, to provide insights to policy makers, bureaucrats and the government so that the policy framework drafted by them factors in the cause of the disabled. Beyond these, the courses and the efforts of its dissemination would increase the level of awareness and visibility about disability among the common public as well as media. Our online courses, funded by Oracle, have only made a beginning

### *The Centre for Digital Content Creation and Management*

Digitization of available data was one of the objectives of this project. It is very important for data processing, storage, transmission, it allows information to intermingle and to be carried out with the same efficiency. Digitization allows data to be shared and accessed, to be propagated without loss, and to migrate to new formats if and when required.

The KMC has digitized over 6000 resource materials, papers and documents available at ADAPT. Currently we have over a thousand documents, photographs, brochures and power-point presentations thus making it error free, faster and more accessible from every corner of the world.

In this project, short films on disability and the work of ADAPT have also been created from existing footage giving it a fresher perspective and a contemporary flavor.

The first unit of the online course module titled, “Unit I: Understanding the Exclusion of Children with Disability” (especially children with cerebral palsy) from regular schools has been designed by Dr. Mithu Alur, Founder and Chairperson, Principal Investigator and Technical Consultant to the ADAPT – Oracle Project. The course introduction and linker pieces were filmed and a pilot was made. This pilot online module on inclusive education was presented to the members of the Institutional Review Board for guidance and insights for the creation of a road map and an execution document.

The pilot course was conducted with the Asia Pacific Master Trainers of the Community Initiatives in Inclusion course and teachers from two prestigious B.Ed. colleges and parents of children with disability. A Pilot Study Report of the first online course under the Knowledge Management Centre was created by Dr. Mithu Alur and the Action Research Team.

Our first online course for teachers is up and running and in total we have 620 registered users,

260 students are from the Rizvi College of Education and the Bombay Teachers Training College Mumbai.

Our staff and parents of people with disability are also registered users of the online course.

Pre and post questionnaires, survey and feedback forms recorded satisfaction with the content and delivery of the course.

A convocation ceremony was held on March 2020 at our Bandra Centre where certificates were awarded to the first batch of 58 participants from the Rizvi B.Ed. College, that included both students and professors and ADAPT staff.

86 Students of the Bombay Teacher's Training College of Education were admitted in the second batch of the online course. These participants too recorded satisfaction on the content and delivery, a conclusion reached post evaluation of the response data. We look forward to expansion of our reach and launching of new modules in the coming year.

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

This project is supported by the Citi Payroll Giving Programme, facilitated by United Way, Mumbai and has focused on providing need based multi and interdisciplinary therapy for children and adults with disabilities. Over 150 beneficiaries benefit from this programme across our Centres at Colaba, Bandra and Chembur.



*Therapy session*

Physiotherapy, Occupational Therapy, Speech Therapy and Counselling is provided both through individual and group sessions. Yoga, dance therapy, music therapy are also included under the project.

Special individual and group counselling sessions were taken for adult trainees mainly focusing on social skills.

The social skills sessions have been divided into

two groups, one which prepares the beneficiaries for employment and the other for helping beneficiaries in day-to-day situations such as soft skills, or sex education. These sessions are conducted to address issues of anxiety, low self-esteem, anti-social behaviors, and depression. Behavioral, Cognitive and Emotion focused therapies and techniques such as role playing, behavior modification, positive reinforcement, shaping and modeling are used. Goals for future sessions are made with the help of the trainees and parents.



*An individual counselling session*

### *A Success Story*

19 year old Kunal Mirashi has hemiplegia with severe tightness in left upper and lower limbs. He had difficulty in maintaining dynamic balance while walking and used to have frequent falls. He was prone to trip over obstacles while walking and climbing stairs.

His management included positional flexibility training, strengthening and endurance exercises. He was also prescribed orthotic intervention to maintain flexibility in his left upper limb. His mother has been taught to carry out the programme at home under supervision of the therapist online.

Currently, the frequency of falls has reduced considerably and he can walk over obstacles and climb stairs with minor assistance. His balance has improved and he has started gross bimanual activities.



*Kunal Mirashi undergoes therapy at home*

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

Pottery is perhaps one of the oldest handicrafts. Our ancient history shows several examples of clay utensils made with river clay. From these historical examples visible in different civilizations across the globe, we register the use of pottery for many household requirements. The early man molded clay not only for economic production. Creativity has also developed and pottery has now developed into a commercially viable industry.

Worley Parsons India Private Limited has supported the teaching of pottery and ceramic skills to young adults with disability as a means of livelihood at ADAPT's Skills Development Centre at Chembur since July 2016.

### *Pottery Training at Skills Development Centre, Chembur*

Pottery and clay work were introduced to promote creativity by our Founder Chairperson, Dr. Mithu Alur in 1972. The creations by our beneficiaries were displayed and sold at exhibitions and our own 'I Can' Bazaars.

As an extension of this, a Ceramics & Pottery Project began at the Skills Development Centre in 2016, with the support of Worley Parsons India Private Limited.

The aim has been to increase employment opportunities including self-employment. This has resulted in the

trainees setting up their own pottery unit, and on the other hand, raising funds through the sale of products made by the trainees. Mrs. Mamata Mukherjee, an expert in this field has been driving this project and she is assisted by Shankar, one of our beneficiaries.



*Trainees learn the basic of Ceramics*



In the past four years, from 2016 to 2020 the department has provided basic training to 10 trainees every year. Trainees have been inducted into the course to learn about the stages of production of the ceramic and pottery process after assessing their strengths and weaknesses, aptitude for the craft and fine motor skills. The course was designed based on the abilities exhibited by the trainees with the aim of teaching them a skill that would help them earn a livelihood.

The practicum on this course produces a variety of ceramic and pottery items.

Pottery making is a part of vocational training but it is also therapeutic in nature. Recreation therapy is a treatment that helps children with cerebral palsy develop and expand physical and cognitive capabilities while participating in recreational activities. Though a child may participate in other therapies that specifically address physical functional needs, recreation therapy is specifically designed to allow children to partake in leisure pursuits by eliminating the roadblocks that impede the pursuit of sports, arts, crafts, games and other life-enhancing activities.

### *Ceramic Art Training at the Skills Development Centre, Chembur*

The following is imparted:

- Basic Training in Wheel Work.
  - ✓ Centering.
  - ✓ Pulling.
  - ✓ Making a Cylinder using clay.
- Mix-Methods (Slab, Coil, Pinching & Wheel techniques).

A major outcome of the project has been that 9 trainees and their parents have been empowered and supported to set up their own enterprise. The parents were trained over a year in buying the right material and using the processes. They then set up a cooperative which functioned out of SDC for a year, where they were supported in the areas of pricing and marketing. They have now started their own enterprise.



*The finished product*

## **Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies**

Despite legislation governing disability and concerted efforts by NGOs, parents, and people with disability themselves, there is still, today, a deep-rooted prejudice about disability, which needs to be addressed. The social construct being a negative and pejorative one, implementation of policy in such a society, and creation of stronger legislation governing the rights of disabled individuals remains a challenge.

Lack of knowledge among most of the stakeholders, such as policymakers and people who work for social change and work with people with disabilities, and also among people with disabilities and their families serves as a major barrier to the inclusion of disabled individuals in mainstream society.

Training and capacity building programmes for all stakeholders seek to fill in the gaps in

knowledge where they exist and provide trainees with access to perspectives that would enable and empower them to work towards policy, education, physical and emotional health and equity in the disability sector.

In keeping with the above, The Mithu Alur Centre for Inclusive Studies (MACIS) has been set up under the aegis of ADAPT to address diversity and inclusion and to promote innovative, interdisciplinary manpower training on disability, empowerment, gender, inequality, human rights, and inclusion. The target group for this training comprises of policymakers, bureaucrats, and administrators in Government departments, regular and special education teachers, professionals in the field dealing with children at risk and with any kind of learning impediments, parents, people with disability, corporates and social workers. MACIS also deals with issues of inclusive employment, offering empowerment courses for the corporate and public sectors.

MACIS functions under the guidance of our Founder Chairperson, Dr. Mithu Alur and the faculty consists eminent National and International professionals, educationists, paramedics and therapists, lawyers, disabled activists, and people from a spectrum of areas in the public and private sectors.

Teaching strategies are interactive and participatory. The Centre can also extend a need-based continuum of support to the organisations on the conclusion of the modules, if required, to facilitate inclusion.

The aim of the MACIS is to develop a cadre of resources, which would aid Inclusion, which is now a mandate under The Right to Education (RTE) Act, 2009. Inclusive education modules are created, research findings and practical guidelines disseminated for teachers and parents.

The courses promote a holistic approach in the inclusion of all children into the mainstream and the syllabi of the courses are restructured to include the ideology of the National and Asian Resource Centre for Inclusion set up by Dr. Mithu Alur within the framework of human rights. The simultaneous path of a micro, mezzo, and macro-level training efforts has led to transforming pedagogy in the sector.

The flagship course under MACIS is the 'Community Initiatives in Inclusion' (CII), a six-month course in partnership with the Women's Council, U.K. which has participants from the Asia Pacific Region.

### **Community Initiatives in Inclusion (CII)**

The CII prepares Master Trainers and Management Personnel to train others in their regions to promote inclusive education. The course is concerned with community issues and is firmly rooted in the social model of disability, moving away from the medical approach.

The course was conceptualized by Dr. Mithu Alur, who is the Course Director. The course in 2020 was the nineteenth course of the CII and had eighteen participants from eight countries: Bangladesh, Bhutan, India, Mongolia, Nepal, Sri Lanka, Tajikistan and Tibetan Government in Exile.



*Dr. Mithu Alur, Major General Khurshed Balsara, Professor Sitanshu Mehta, Ms. Malini Chib, Ms. Sonalini Mirchandani, Dr. Sonal Zaveri light the inaugural lamp*

The course is taught through four modules:

- Focus on Disability
- Focus on Inclusive Education
- Focus on Community
- Focus on Policy

The course is conducted in two phases: The first fourteen weeks consist of taught sessions, practical work and fieldwork in Mumbai. At the end of the first phase, the participants submit a Culture and Context-specific project along with the action plan developed under the guidance of Dr. Mithu Alur on spreading inclusion in their respective countries. The last three months of the course consist of the implementation phase where the participants implement the action plans in their own communities and places of work.

The course faculty comprises of Dr. Alur, her team and external professionals. Dr. Frances Moore, Honorary Training Advisor, and Mrs. Rachel Tainsh, Associate Training Advisor from the Women's Council U.K., have been our international experts on the course. Mrs. Antonia Derry and Mrs. Pat Yaxley have provided stellar support in the area of Finance and Administration.



*Ms. Malini Chib sharing her challenges.  
Mrs. Reshma Tanna assists her.*

The course uses a varied methodology that includes interactive sessions, group work, practical work, participation in inclusive activities, visits, projects, research and powerpoint presentations. The curriculum is constantly evolving and case studies by the participants is a new addition. Parental permission was obtained and participants compiled these on the basis of studying their files and interacting with the families.

In addition to the curriculum, the participants participated in all events and co-curricular activities at ADAPT such as the Tata Mumbai Marathon, the Annual Sports Day and Inclusive Mela (Fair), International Women's Day.

As in the previous years, English classes with Swami Mounananda commenced from the first week. He also honed the presentation skills of the participants. Observations and interactions helped to supplement classroom learning. The sessions were supplemented with short Indian and International films on disabilities.



*The CII participants at the TATA Mumbai Marathon's  
Champions with Disabilities Race*

### *Workshops*

A number of workshops were conducted to cover the syllabus of the four modules through the fourteen weeks. These included:

1. *Child to Child Approach* by Dr. Sonal Zaveri, International Adviser, Child-to-Child Trust, U.K.
2. *The Early Years' and Adults' Brain and Holistic Development and Emotional Intelligence* by Mrs. Usha Ramakrishnan, Consultant Emotional Intelligence and Emotional Wellness, Chennai, India.
3. *Community Based Rehabilitation (CBR)* by Dr. Shabnam Rangwala, former Head, Therapy, ADAPT.

4. *Public Speaking and Presentation Skills* by Swami Mounananda, Consultant, Skills Development Center and Faculty CII, ADAPT, Mumbai.
6. *CAPP (Culturally Appropriate Policy and Practice)* by Mrs. Varsha Hooja, Head, Pedagogy and Training, and Ms. Sujata Verma, CII Course Coordinator.
7. *Train the Trainer* by Mrs. Sangeeta Jagtiani Vaswani, Consultant, Pedagogy and Training and Ms. Sujata Verma, CII Course Coordinator.
8. *Workshop on Information and Communication Technologies (ICTs)* by Amar Jain, Advocate Transactional Law and Professional in Web Accessibility.
9. *Teaching Aids and Puppet Making* by Katta Babu, Art & Craft Coordinator and Consultant, Mobile Creche, Mumbai.
10. *Creative Art and Painting for Children* by our Teachers, Mrs. Sunita Malcotia and Mrs. Jyoti Badson.
11. *Origami* by Mrs. Sophie Ahmad, Freelance Origami Trainer.

### *Learning from experiences*

Ms. Malini Chib shared her journey between two Continents: England and India. The participants reported that this interaction with an achiever with disability had inspired and motivated them to think of solutions rather than challenges.

### *Context and Culture Specific Projects*

The course does not have a formal evaluation process however it does require that the participants develop a 'Context and Culture Specific Project' that they will implement to spread inclusion in their communities and respective countries. This is their three-month action plan in the second phase of the course.

This plan is developed under the guidance of Course Director, Dr. Mithu Alur. This year the process of these projects began with Dr. Mithu Alur guiding the participants to identify their objectives at three levels i.e. Individual level, Community level and the Policy level. The guidance continued via conference and video calls when travel was curtailed during the pandemic.



*Dr. Alur guiding the participants to identify their objectives at the three levels*

Once the objectives were finalised, modules and pre and post-questionnaires were created and the plans were reviewed by Dr. Mithu Alur and Dr. Ragini Sen, Head, Research.

A new dimension was added to the projects this year. As a part of the evaluation of the action plans, Dr. Alur introduced video clippings of the activities that they would conduct. Five-year visions were also added to the projects.

### *English and Presentation Skills*

Swami Mounananda conducted English classes for an hour every morning and this encompassed group discussions, films, handouts. Resource material was shared via whatsapp and queries and discourse and debate were encouraged.



*An English class by Swami Mounananda*



### *Evaluation of the course*

As in the previous years, the participants gave their feedback after each module. The evaluation for the course this year was conducted by the team as Dr. Frances Moore was unable to travel to India due to the pandemic.

All participants felt that the course had met their expectations and that the objectives stated had been met. They reported that they had learnt patience, sharing their personal experiences, learnt more about policies, about types of disabilities, inclusive education and its barriers. They had enjoyed being exposed to different cultures and improving their presentation skills. Their suggestions are being incorporated.

### **Short term Training Programmes**

#### *Working with the Government*

Under a project supported by Wells Fargo, workshops were organised for teachers from the Sarva Shiksha Abhiyan (SSA), Integrated Child Development Scheme (ICDS), Programmes of the government and community schools from Dharavi. These focused on topics such as multiple disabilities, early childhood education, key principles of inclusion, classroom management and teaching strategies and learning disabilities. The aim was to spread inclusion and sensitize teachers about the ‘Whole Community Approach’ to Inclusive Education developed by Dr. Mithu Alur.

#### *Other short-term training workshops*

The MACIS held workshops for mainstream teachers, special educators, social workers, parents of children with special needs, ADAPT staff, mainstream school Principals on Innovative Teaching, Self-Esteem & Behaviour Management, Key Principle of Inclusion and Teaching Strategies. 69 participants benefitted from these workshops.

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

In 2020, ADAPT was approached by the Government of India’s flagship programme for universal education, the Sarva Shiksha Abhiyan (SSA) to conduct sensitization programmes for parents on Inclusive Education. 909 parents of children with and without disabilities from the six Urban Resource Centres (URCs) whose children attended the SSA and Municipal schools were sensitized.

#### *Workshops for Parents*

Parents are often apprehensive about their children being employed. Skills Development and Inclusive Employment was the focus of the empowerment workshops conducted by Ms. Malini Chib for parents of young adults with disabilities, where parents shared their fears, challenges, and struggles. Ms. Chib and Ms. Catherine Ameno shared the challenges they faced as young women with disabilities and their transformation into self-advocates. Ms. Chib spoke on myths and misconceptions about disability and encouraged parents to follow the social model of disability.

#### *Workshops with partner NGOs: Society for Nutrition, Education, and Health Action (SNEHA)*

A workshop on Building Perspectives on Disability was conducted on 18<sup>th</sup> July 2019 at SNEHA’s Dharavi centre. The aim was sensitization on disability to alter mindsets, break stereotypes, and spread awareness about the rights of people with disabilities. The social approach to disability and the appropriate people first terminology was emphasized. All our training programmes under MACIS emphasise the social model of disability.

# Library & Media Resource Centre (LMRC)

The majority of libraries across the world are still inaccessible to persons with disabilities. The LMRC is committed to being a leader and a role model for accessibility. We strive to make every visitor feel comfortable by ensuring that their visit is free of any barriers. We recognize and appreciate the diversity of people and offer several programmes and multiple options to access our exhaustive collection.

## **Our collection**

### *Documents and Books*

The LMRC, spread across our Centres at Colaba, Bandra and Chembur, has a vast collection of 8525 books, 1000 resource books for children, reports from ADAPT as well as other organisations, popular magazines, national and international journals, newsletters and periodicals. The collection also has 250 audio-visuals, 754 educational slides, 257 dissertations, 454 publications, 150 CDs of films, documents and media clippings. More than 10,000 in house photographs of national and international events are stored here.

The library collection includes books, national and international periodicals, publications, dissertations, case studies, documented knowledge, experiential knowledge and best practices (digitalized and classified into micro, mezzo and macro levels), and audio-visual material, amongst others. The libraries at Colaba, Bandra and Chembur have over 9000 books and resource material on a wide range of topics that cover inclusion, community initiatives in inclusion, human rights, policy, psychology, child development, learning disabilities, speech therapy, physiotherapy, occupational therapy, research and development and legislation. It also has practical remedial material used by special educators, assessments and tests conducted by psychologists, and assistive devices made by therapists which can be borrowed for use in practical situations.

These illuminate everyday best practices, dominant ideologies, and alternative perspectives. You will find individual voices as well as the opinions and rhetoric of groups. Sometimes you will discover items that are simply unique.

Hence our collection aims to reveal the rich possibilities and directions Disability History offers, as a means to study our collective human experience, as disability crosses all boundaries of race, class and gender. The collection includes truths, experienced or observed, practical or theoretical understanding, data and information, and skills acquired by all members of ADAPT.

### *Services offered through LMRC*

- **Locating collections:** Our collections are described on our website, and many also have links to more detailed descriptions.
- **Digitized collections:** Some of our collections have been digitized and are available online in our digital repository, Linkstreet. Full-text searching is available for selected material.
- **Research assistance:** Users may request an individual appointment for research assistance.

*Access for Children with Disabilities and their Families:* Public libraries can be intimidating or uncomfortable places for children and adults with disabilities. At the Library Media

Resource Centre, our outreach programme, through the Knowledge Management Centre's digital library, provides access to publications in multiple languages and caters to the physical, intellectual and sensory needs and requirements of the immediate and extended family members: parents, guardians, siblings, aunts, uncles, as well as to carers.

## Revenue Generation

### Financing of Services

#### Capturing the essence of 2019-20

As we look back on 2019-20, we see another year of growth based on our principles of sustainability and financial diligence. This was made possible only by the support of our Corporate partners, donors and well wishes.

We kept our focus on mobilizing corpus and donor driven project initiatives

*Corpus Donations:* A corpus fund reduces the vulnerability and thus assures long term existence. ADAPT's corpus fund has been growing with the support of national and international donors. A high yield at minimum risk through prudent investment is ensured by the wisdom of an in-house committee of Trustees and Members of the Governing Body. These are restricted funds and their utilization is directed by the donors.

ADAPT thanks the Lutherhjalpen Church for supporting ADAPT's Corpus fund and for their consistent support through their pre-condition of reinvesting 20% of the interest yield year on. This condition has been carried out diligently, consequently the original corpus amount is being built up steadily.

ADAPT also acknowledges the Karita Foundation for helping our corpus fund for more than 15 years.

ADAPT thanks Sri Bhupal Anna Bahirsheth Memorial Fund for creating a Corpus fund for services for the beneficiaries along with the pre-condition of reinvesting 20% of the interest yield year on.

*Sponsorships and earmarked funds:* Steady continuity of support and contributions from our individual donors, service organisations and corporates investing trust and funds through their CSR policies congruous with our cause, go a long way in funding education, treatment, skills development and the critical needs of CAT (Carer, Attendant and Transport as conceptualized by Dr. Mithu Alur), which are of vital significance for the development and inclusion of persons with disability. This assistance includes sponsorship and celebration of festivals and events during the year. In requital of the support of each donor, we express our gratitude and appreciation. Our books of accounts reflect all contributions received during the year.

*Project Grants:* ADAPT aligns with the CSR initiatives of various corporates. A positive and impact-oriented synergy is created, and year after year, projects aimed at developmental work with a bottoms up approach, are implemented for the social and economic well-being of the disable and underprivileged population of India.

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

*ADAPT HPCL Service Delivery project:* We complete eleven years of partnership with HPCL,

our single largest service donor. The objective of this project is to ensure that every child/youth with disability enrolled in the ADAPT schools in Bandra, Colaba, Chembur and Community Service is provided with quality education and treatment, as needed. HPCL also supports the refurbishment of infrastructure.

*Partnership with The Women's Council U.K.:* A fourteen-week programme to train Master Trainers through a course entitled Community Initiatives in Inclusion is carried out in partnership with the Women's Council, UK. This partnership has, over the years, led to the footprint of the course to encompass the Asia Pacific Region. ADAPT has enlarged the scale. The core training costs of 65% is borne by Women's Council UK and 35% through beneficiary contributions.

*The Worley Parsons (I) Pvt. Ltd Ceramics and Pottery Training:* Worley Parsons had collaborated with our Skills Development Centre (SDC) to support the training costs of ten beneficiaries in this area of ceramics and pottery training. The governing principle is two pronged, on one hand, this opens up employment prospects for trained beneficiaries, including self-employment by setting up their own Pottery Unit, and on the other hand it sets us on the path of sustainability by raising funds through the sale of products.

*The Mita Nundy Community Centre, and the Centre for Digital Content Creation:* An ADAPT-Oracle Project facilitated by Charities Aid Foundation (CAF) India, this project supports two programmes. The Mita Nundy Community Centre (MNCC), was initiated with the support of Dr. Samiran Nundy, Chairperson, Institutional Review Board, ADAPT and was designed to cater to the mental health and well-being of the elderly, adults with disability and their parents. This programme goes beyond rehabilitation and takes a step further in the direction of enhancing quality of life.

Our second programme, the Centre for Digital Content Creation & Knowledge Management (KMC) is committed to thought leadership on best practices on inclusion and knowledge dissemination, with the aim of creating a new disability friendly ecosystem. Oracle is known for its support of innovative projects. The Knowledge Management Centre compiled, uploaded and disseminated various academic material for users across the globe. The material uploaded has been made accessible to users comprising of teacher trainees, teachers in regular schools. Master Trainers, ADAPT staff, parents and others desiring information. Online courses for teachers, parents, corporates and government have been created and successfully conducted. Short films were made for social media. Details are available in the project section of the report.

*IL&FS Financial Services Ltd. "I Can Bake":* The partnership with IL&FS has resulted in the development of the "I Can Bake" project. This was an opportunity for our beneficiaries, who once trained in baking skills, would have an edge to start commercially viable ventures. The programme extended to three of the ADAPT centres at Colaba, Bandra and Chembur and gives youth with disability a shot at sustainable livelihoods.

*Citibank Payroll giving Programme through United Way Mumbai:* 'Therapy for a Better Tomorrow' is a project initiated in 2016-17 and continues till date. The guiding fundamental of this funding is a matching grant concept under the Citibank payroll giving initiative, whereby the monetary collections made by employees under this project are matched by corporate contributions.

*Nishchal Israni Foundation support for Computer Training Course:* A computer training Course of 6 months for 30 underprivileged beneficiaries was supported. This aimed at generating B and C grade employment for both able and disabled youth. The project was successfully completed.



*Oil and Natural Gas Corporation Ltd support for disabled trainees:* The project supported 100 beneficiaries of our Community Services in Dharavi so as to prepare and ease their access and transition to mainstream education.

*Infogain India Pvt Ltd,* provided assistance in the field of education and training of our beneficiaries with disabilities.

### Revenue Generation Initiatives

Sustainability being our core principle of revenue generation, ADAPT is perpetually thinking and re-strategizing its fund-raising initiatives. A snapshot of 2019-2020:

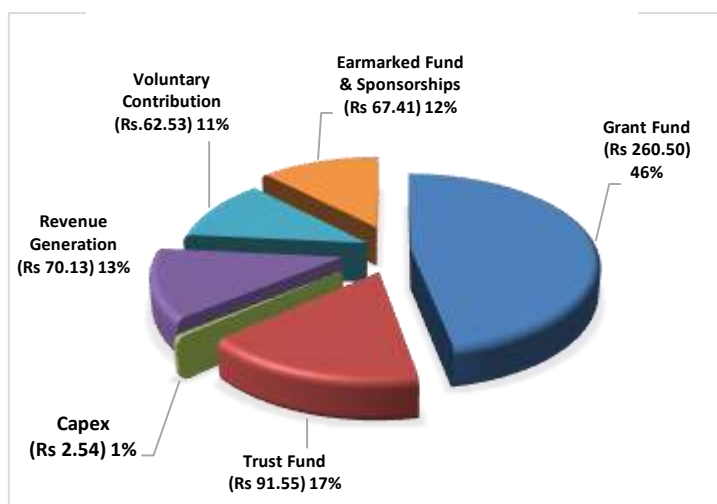
*Annual Show:* The Annual Fund-Raising event is planned each year with a unique concept, but was not possible this year due to the Pandemic and worldwide lockdown. We were fortunate to get support from The Lotus Trust, HSBC, Living World Church, IndusInd Bank, Sun Pharmaceuticals Ind Ltd, Hindustan Petroleum Corporation Ltd., IMS Ship Management Pvt. Ltd., and many more donors and well-wishers.

*Tata Mumbai Marathon 2019-20:* A milestone achievement of the ADAPT Rights Group was lobbying and introducing the wheelchair event in the Mumbai Marathon. This event is used to make disability visible as well as for fund raising by drawing in support from corporates and individuals. Geltec India supported us in the Corporate Challenge category. HPCL our largest donors not only support our service delivery programme, but it’s employees are actively involved in the Corporate Challenge, they also participate enthusiastically in the Champions with Disability Race, pushing the wheelchair to the finish line with cheer and aplomb.

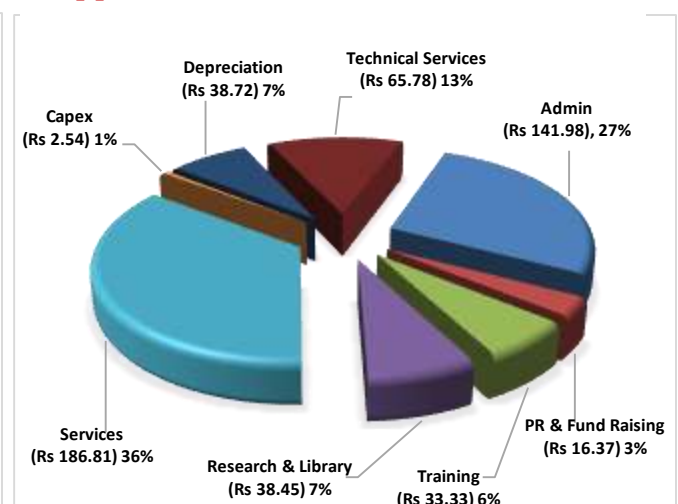
*I Can Bazaar:* To exhibit the creativity and skills of our beneficiaries we organise an annual fund-raising bazaar. Beautifully crafted handmade products by our beneficiaries from various services at Colaba, Bandra, Chembur and Dharavi are showcased and sold. These bazaars are popular and much awaited. The buzz facilitates mainstreaming and is a key revenue generation resource.

The corporates also provide platforms to hold exhibitions at their offices and branches.

### Sources of Funds: Rs. 554.66 lakhs



### Application of Funds: Rs. 523.78 lakhs



# Community Services

ADAPT has its Community Service outreach programme in the Annexe of the Sion Hospital in Dharavi. Called Karuna Sadan, the centre provides inclusive assessment, counselling, education, therapy services to all children in the age group of 3.5 to 5.5 years. Remedial support is also provided through the Hub Services to children with disability in mainstream schools. Parents are trained to carry out the programme at home.

The main areas of development focused on in our programme are cognitive, physical, emotional and social. Play is an important component which helps the overall development of the child in the physical, emotional, social, cognitive and educational areas. This is achieved through different methods of indoor and outdoor play which focus on enhancing gross and fine motor activities.

A crucial learning aim in the early years of education is the development of basic literacy skills: reading, writing and arithmetic.

The syllabus followed is the 10 point Enrichment Programme developed by Founder Chairperson Dr. Mithu Alur under the SSI-Unicef Research '*Inclusive Education Practice in Early Childhood in Mumbai, India,*' based on an ecological inventory conducted in the community and addresses critical areas of growth and development of the child in the age group of 3-6 years. The enrichment programme covers 10 areas:

1. Visual-perceptual training programme
2. Language programme in English and Hindi
3. Pre-reading/Number and Writing programmes
4. Creative Activities like arts, craft, water play, sand play
5. Music and Movement
6. Free play
7. Dramatics
8. Yoga and Prayers
9. Ethics
10. Sports and Playtime

Based on the above indicators, tools and teaching aids are developed to focus on the growth of the child in these areas.

In the academic year 2019-2020, the programme supported 107 children who were provided with education, therapy and co-curricular activities. Being a community programme, the focus is on the overall development which includes health, nutrition as well as creating awareness among the parents and community on the importance of early childhood education and healthcare. Regular Parent Teacher meetings have been conducted every month and parents are given detailed information of their child's progress and programmes to carry out at home.

## Therapy

Our Multipurpose Community Worker is trained and supervised by the physiotherapists at ADAPT



Teaching the family to carry out therapy at home

to impart needs based therapy at the grass root level to all children with special needs. They provide therapy for the children at the centre and those included in mainstream schools as well. Therapy is imparted both at the centre as well as in their homes. 38 children who are part of the OPD services and 36 children who are in regular schools received need based therapeutic interventions on a regular basis. In addition, a home programme was provided to the parents so that there is a continuity which helps achieve the target goals set for each beneficiary.

*Health Screening Camps:* Through the year, in partnership with other organisations, screening and health check-up camps were organised for all children enrolled at the centre.

- On November 2019, an awareness camp on health and nutrition was conducted in partnership with the Preventive and Social Medicine Department under the ONGC Project.
- On 18<sup>th</sup> December 2019, an awareness session on leprosy and skin disease was organised for parents and the community in Dharavi.
- On 8<sup>th</sup> March 2020, a sensitization programme was held on hygiene and sanitization with a special focus on the Covid 19 virus spreading in the country.

Activities conducted during the academic year not only focus on preparation for regular school, but also include co-curricular activities and celebration of festivals like Independence Day where children make flags or Ganesh Chaturthi where children use clay to make their own Ganesha's. This fun and practical method of teaching helps improve their perceptual and learning skills. Diwali and Christmas were two other festivals that were enjoyed by the beneficiaries at Dharavi.



*Celebrating Christmas*

The events during the academic year included:

### *Raksha Bandhan Celebrations*

Raksha Bandhan signifies friendship and our children promise each other help in all aspects of their lives. Celebrations began earlier with the preparation of rakhis with crepe paper, cloth and ribbons with the help of volunteers.

### *Gokul Ashtami Celebrations*

Every festival is celebrated at our centre as this teaches them the importance of culture and tradition that our country is known for. Gokul Ashtami was the first one celebrated this academic year with the famous Dahi Handi. One of the children, dressed as Krishna stood on a human pyramid of his peers to break the pot.

On 13<sup>th</sup> & 14<sup>th</sup> February 2020, beneficiaries and their parents were taken to the Chembur Mela, where they saw performances put up by the different NGO's.

The year 2020 ended with a pandemic and an unprecedented lock down which perplexed all of humanity and threw us out of gear. After the initial shock we put our heads together to launch new initiatives and revamp our service delivery vehicles.

# One Little Finger Department

More than one billion people in the world live with some form of disability, of who nearly 200 million experience considerable difficulties in functioning. In the years ahead, disability will be an even greater concern because its prevalence is on the rise. This is due to ageing populations and the higher risk of disability in older people as well as the global increase in chronic health conditions such as diabetes, cardiovascular disease, cancer and mental health disorders. Across the world, people with disabilities have poorer health outcomes, lower education achievements, less economic participation and higher rates of poverty than people without disabilities. This is partly because people with disabilities experience barriers in accessing services that many of us have long taken for granted, including health, education, employment, and transport as well as information. These difficulties are compounded in less advantaged communities.

We must empower people living with disabilities and remove the barriers which prevent them from participating in their communities; getting a quality education, finding decent work, and having their voices heard.

The One Little Finger Department (OLF) is the Rights and Entitlements arm of the parent body ADAPT. Ms. Malini Chib, Trustee, ADAPT, Founder Chairperson of the Department started it in the year 2001. Over the years, OLF has evolved into a team advocating for the rights of people with disability. Since its inception, OLF's motto has been '*Nothing about us without us*'. The OLF Department has been instrumental in getting some key changes done with regards to accessibility and rights of Persons with Disability (PWD) in the state of Maharashtra. Ms. Chib and her team of activists strongly condemn the segregation of disabled persons in “ghettoized” community, made up of only the disabled. The One Little Finger Department (OLF) team believes that this attitude is yet another expression of exclusion that further hinders the creation of a truly inclusive society.

To widen its spectrum across the country, the National OLF Group has been formed to take the learning of OLF to a national level as also to partner with other organisations to make India an inclusive country and push for the equal rights of PWDs through advocacy, activism, solidarity and protests. OLF looks at the issue of accessibility, new concepts of Universal Design, participation, empowerment and inclusion in decision-making in the areas of policy and legislation. The aim is to move towards mainstreaming and inclusion of disabled people in every aspect of society and Government. The main idea is to move towards concepts of rights and entitlements and away from charity.

## Report 2019 - 2020

There is a need to focus on community - based rehabilitation programmes that teach people to accept people with disabilities. Acceptance of people with disabilities by society is the most important step in empowering them. In view of this, Ms. Chib conducts Empowerment Courses with the aim of enabling everyone to understand good practices of inclusion towards people with disability.



### *Empowerment Session with Parents and Trainees at the Skills Development Centre, Chembur*

A Workshop on Empowerment was conducted by Ms. Chib on 20<sup>th</sup> November 2019 at the Skills Development Centre for thirty seven, participants out of whom nine were parents, fourteen staff, eleven trainees and three volunteers. The session focusing on the medical and social models of disability, was covered in a span of two hours followed by reflections and feedback.



*Ms. Malini Chib addressing parents*

### *Empowerment Session with Parents at the National & Asian Resource Centre for Inclusion, Bandra*

Eleven parents participated in this on 29<sup>th</sup> November 2019 at our Bandra Centre. Ms. Chib was assisted by Ms. Sujata Verma and discussed her journey, her empowerment, the limitations of a special school and the need for inclusion.

### *NGO Day by Bloomberg*

On 28<sup>th</sup> June 2019, the first ever NGO day was organised by Bloomberg, India Mumbai. A stall was set up and a quiz on disability was conducted creating awareness about the OLF Department.



*The ADAPT stall at the 'NGO Day' organised by Bloomberg*

### *Aspire to Inspire at the Lokhandwala Foundation School*

On 24<sup>th</sup> September 2019, Ms. Catherine Rolnu represented Ms. Chib at this session to orient students of Grade X. She shared Ms. Chib's journey of empowerment in an interactive session and showed a short film of Ms. Chib's inclusive wheelchair dance at the Jamathon in Scotland.

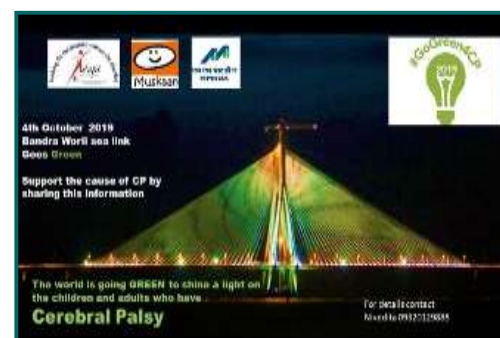


*Ms. Catherine Rolnu sharing Ms. Chib's journey*

### *World Cerebral Palsy Day*

Since 2012, the ADAPT Achievement Awards honour people with cerebral palsy across a range of fields. The theme of this year's awards was 'Together we are ChamPions' and were given to people from across India. The awards are across three categories-Individuals with cerebral palsy, organisations who work for people with cerebral palsy and people without disability who have contribute to enhancing the quality of life of people with cerebral palsy. There were 40 applicants and the jury this year had experts from Australia, Bangladesh, Sri Lanka and India. Dr. Taral Nagda, Director, Institute of Paediatric Orthopaedic Disorders (IPOD) and Member, Board of Advisors, ADAPT, headed the World Cerebral Palsy Day Committee and presented this event with support from Dr. Shabnam Rangwala.

Dr. Anaita Hegde, Consultant Paediatric Neurologist



*The sea link lit up green on World Cerebral Palsy Day*

and Member, Institutional Review Board, ADAPT, was the Chief Guest and Mr. Jagdish Tanna President, Rotary Club, Nariman Point graciously supported the awards. *Go Green for CP* was the order of the day. Chhatrapati Shivaji Terminus and the Bandra-Worli Sea Link were lit up in green for the occasion celebrated in October every year.

#### *The winners:*

- **Shorya Sood** – Activist.
- **Vinayana Khurana** – Poet and activist.
- **Anushka** – Second year student in Delhi.
- **Pramod Patel** – Actor, Dancer and Founder of a Disability Non-Profit.
- **Rohit Jain** – Motivational speaker and para sportsperson.
- **Ramakrishna** – Mouth and foot painter.
- **Om Vyas** – Record holder for knowledge of shlokas.
- **Shree Bidada Sarvodya Trust** – Kutch-based NGO that provides subsidised healthcare services to people with disabilities.
- **Tamahar Trust** – For services to children with cerebral palsy.
- **Mrinal Shah** – A teacher with cerebral palsy who works with children with cerebral palsy.
- **Alexander Goundar** – Sibling for assisting his mother in supporting his sister with cerebral palsy.

There were performances by people with disabilities at the event as well as a wheelchair dance presented by Ms. Malini Chib.

Shorya Sood, a political science student from Delhi University (DU) and activist, made a powerful call to action on stage calling upon the audience, "Don't let others define you".

#### *Commemorating the International Day of the Disabled – 3<sup>rd</sup> December 2019*

The focus this year was on empowering persons with disabilities for inclusive, equitable and sustainable development. The event discussed the barriers in employment and society and The Way Forward. The theme for the International Day of the Disabled was 'Success' where the capabilities and potential of people who are different, were showcased. Achievers were felicitated. Photoquip India Pvt. Ltd. had a photo exhibition on the four celebrities with disabilities.



*An Inclusive wheelchair Dance*



*Sharing Success Stories*

#### *Awardees*

- **Malini Chib**, a freelance writer, researcher, activist and advocate of equal opportunities and full participation for disabled people. Author of the acclaimed book 'One Little Finger', and Winner of the President's Award for the Empowerment of Disabled People, Malini holds two Masters Degrees and works with Tata Consultancy Services, London & Tata Sons and Bombay.

- **Dr. (Ms.) Ketna L Mehta**, Founder Trustee, Nina Foundation and Editor & Management Advisor, Welinkar Institute of Management Development and Research.
- **Professor Dr. Sam Taraporewala**, Associate Professor and Head of the Department of Sociology, St. Xavier's College, Mumbai who has set up the Xavier's Resource Center for the Visually Challenged.
- **Dr. Satendra Singh**, University College of Medical Sciences and Guru Tegh Bahadur Hospital, Delhi, a noted disability activist especially for his sustained efforts in making public places accessible for disabled persons.

The evening started with Dr. Mithu Alur, Founder Chairperson, ADAPT who gave the overview of the gaps and the Way Forward and spoke about the need for a social model which looked at disability as a societal problem rather than a medical and individual problem. She congratulated the Government for looking at setting up a separate Ministry for Disability.

This was followed by a panel discussion on interaction and participation of persons with disability.

The event ended with a wheelchair dance by Ms. Malini Chib, Mrs. Reshma Tanna, and Ms. Fatema Electricwala.

### *The Tata Mumbai Marathon*

ADAPT is the Official Provider for the Champions of Disability Category. Over twenty NGOs participated along with ADAPT beneficiaries on 19<sup>th</sup> January 2020. An overnight stay at our Bandra and Chembur Centres, the night prior to the big race saw the beneficiaries, trainees, parents and staff from all centres enjoying a fun filled night of bonding, laughter and gaiety. At the Grand Stand Dr. Mithu Alur, along with Mr. Surana, Managing Director, HPCL, flagged off the Champions with Disability Race along with His Excellency Shri Bhagat Singh Koshyari, Governor of Maharashtra flagged off the Champions With Disability Race. Ms. Malini Chib, Trustee, ADAPT, Inclusion & Diversity Team, Tata Sons, lead the race to spread the message of inclusion with a focus on ability and not disability.



*Dr. Mithu Alur Founder Chairperson SSI flagging off the Champions with Disability Run at the TMC with His Excellency, Shri Bhagat Singh Koshyari, Governor of Maharashtra*

### *International Women's Day 'Women Matter'*

This day is universally celebrated on March 8<sup>th</sup> and is dedicated to celebrating women's achievements in the social, economic, cultural, and political spheres. The day also brings attention to gender parity and women's rights and is a time for reflection on how far women have come and advocacy for what it is still needed.

The theme for the event in 2020 was 'Women Matter' and the programme showcased not only women with disability, but all women who have suffered in some form or the other.

Conceptualized and developed by Malini Chib and Sonalini Mirchandani, *Chief Executive, The Communication Hub*, the programme was about women who have braved tremendous challenges. Panel Discussions shared stories of women living with HIV, burns survivors, senior citizens, cancer survivors. The Tata Groups commitment to diversity and inclusion was discussed in a separate panel entitled Inclusive Workplaces.



The Grand Finale was a wheelchair dance on two popular and very relevant numbers choreographed by Dr. Mithu Alur and Mrs. Salome Roy Kapur. Malini Chib, accompanied by Kalki Koechlin, Shonali Bose, Reshma Tanna and Fatima Electricwala performed on Andre Rieu's 'I Have a Dream' and Harry Belafonte's 'Women are Smarter than Men'.

## Macro Level Work

It is a continuous challenge and struggle to bring about systemic change in a country where no system or cohesive policy exists for people with disability and where “nearly 100 million people are depoliticized with no constituency, rendered voiceless, lost in a desert of political apathy and indifference” (*Mithu Alur*). Dr. Alur has striven to bring about change using various methods: demonstration of inclusive services, capacity building, pedagogy and manpower training, advocating and promoting reformative changes on a national level in areas of legislation, policy and most importantly, through the raising of the quality of life of persons with disability.

### *Meeting with His Excellency, Governor of Maharashtra and Goa, Shri Bhagat Singh Koshiyari*

Taking forward her vision of including disability studies into regular curricula, Dr. Alur met with the Governor of Maharashtra, His Excellency, Shri Bhagat Singh Koshiyari and spoke on the gap that exists in the area of Higher Education as well as within the CSR policies of corporates. She suggested that the curriculum of regular teachers and doctors include issues connected with people with disability and that this be done by Universities through their B.Ed Colleges and the Medical Syllabus. Transformative and Reformative Action was needed in all B.Ed colleges. Dr. Alur offered the modules and resource material she had developed over the years to aid this transformation.

She also discussed the fact that due to disability not having been positioned within the CSR policies of corporates, funds were not reserved for disability and the rates of employment were very poor. India does not have an employment policy for disabled people. Without proper data collection, without a national employment policy, the issue of unemployment for persons with disability is last on the list of priorities.

The Governor had agreed to support both the initiatives and his office had written to the Department of Social Welfare; however, the pandemic slowed this process.

### *National Conference on 'Addressing Environmental Barriers and Universal Design'*

Dr. Mithu Alur was the Chief Guest at the Valedictory Ceremony of the conference organised by the Department of Special Education, SNTD Women's University in collaboration with the National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD), which focused on accessibility of Education for one and all where she spoke on equality in education for the marginalized.



*Dr. Alur with Dr. Sujata Bhan, Dr. Preeti Verma, SNTD University and guests discussing teacher education*



## *Learning from entrepreneurs: Driving a Cause*

Dr. Alur shared her work with 1000 CEOs at the Annual Conference organised by Great Place to Work at a session entitled, 'Learning from entrepreneurs: Driving a Cause.'



*Addressing 1000 CEOs at the Annual Conference organised by Great Place to Work at a session entitled Learning from entrepreneurs: Driving a Cause with Ruby Ahluwalia, Sanjeevani Trust*

### *Visitors*

1. Dr. Frances Moore, *Honorary Technical Advisor, The Women's Council, U.K.* and Mr. Michael Moore, visited ADAPT between 29<sup>th</sup> March to 13<sup>th</sup> April 2019.
2. Mrs. Rachael Tainsh, *Associate Adviser, The Women's Council, U.K.*, visited the Centres with Dr. Moore and was given an orientation to Dr. Alur's work.
3. Dr. Mithu Alur had connected with the Azim Premji Philanthropic Initiatives (APPI) and a proposal had been submitted for support. There have been visits by the team at APPI who have seen all our services and programmes. Mahesh Chandrasekar, *Senior Programme Manager, Azim Premji Philanthropic Initiatives*, and Rashmi Nair, *Finance Business Partner, Azim Premji Philanthropic Initiatives*, visited many times and met with the beneficiaries and Hrishikesh Parthasarthy, *Chief, Strategy and Programmes Officer, Azim Premji Philanthropic Initiatives* was taken around the services on 10<sup>th</sup> September 2020. The visit by Mr. Parthasarthy was the last leg of the due diligence carried out by APPI.
4. Usha Ramakrishnan, *Consultant, Emotional Intelligence and Emotional Wellness for Parenting, Teaching, Management and Leadership, Chennai* conducted workshops for the participants of the Community Initiatives in Inclusion Course and staff from 9<sup>th</sup> March to 13<sup>th</sup> March 2020.

## **International Networking**

### *Meetings with The Women's Council*

As in the previous years, Dr Alur had her Annual Meetings with members of the Women's Council including Lady Doris Butterworth, Dr Frances Moore, Mrs Antonia Derry, Mrs Pat Yaxley, Mrs Gerda Pope to discuss the course and the North South Dialogue. The Women's Council approved of support to the Community Initiatives in Inclusion Course for the forthcoming year.

### *Pedagogy*

To promote international collaborations in the area of pedagogy, Dr. Alur met with Professor Ekkehard Henschke and Professor Helen Watanabe O'Kelly, Faculty of Medieval and Modern Languages.

Professor Nora Ellen Groce, Chair and Director of the Leonard Cheshire Disability and Inclusive Development Centre; UCL International Disability Research Centre, Department of Epidemiology and Health Care, University College London, was also met with to discuss collaborative research studies.

She also discussed linkages with ADAPT with Professor Seamus Hegarty and a Research Study on Special Yoga for children with disabilities with Ms. Jo Manuel, Founder Special Yoga.

Dr Alur visited the Riverston Group, and met with Professor Michael Lewis, Executive Chairman.

Following up on an earlier meeting in Mumbai, to explore collaborations in the area of inclusive schools, Dr Alur visited the Repton International Schools and met with Mr. Tony Puri, Chief Executive Officer.

A meeting with Professor Felicity Armstrong, to discuss a collaboration on a book on Dance / Music and Creativity.

### *Cultural Collaboration*

Mr. Ninian Perry, Creative Director, Paragon Music, Glasgow and his team have conducted several musical workshops at ADAPT, with a focus on increasing social interaction and communication. Music was used as a tool to stimulate and energize participants and this resulted in a special performance across all centres.

The highlight was a special Wheelchair Dance by Malini Chib, created by Ms. Chib, Mr. Zac Scott and Mr. Ninian Perry collaboratively, entitled ‘Tidal Wave’

Ms. Chib was invited to Glasgow for a Wheelchair Dance Recital, along with other wheelchair dancers.

Dr. Alur and Ms. Chib had several meetings with Mr. Perry, Mr. Scott, and Mr. Colin Rutherford, Member of their Board, in Scotland and London to discuss the possibility of introducing wheelchair dancing at ADAPT and pioneering an inclusive dance festival in India.

### *The British Council*

Dr. Alur met with Mr. James Tyson, Theatre & Dance Programme Manager, British Council, in London, to discuss collaborations with the British Council in the areas of

- A Festival of Arts, Dance and Music
- The North South Dialogue
- A Master Trainers Courses in Arts and Dance

These projects are focused on spreading the Social Model through music and dance.

### *Revenue Generation*

The three principles governing ADAPT are sustainability or self-sufficiency, subsidy or charity for the needy and a provision of a high quality of professional services combined with compassion.

The majority of the people served through the five decades have been the poor, the disabled and the disadvantaged section of society, unable to contribute to the services. Dr Alur set up the Endowment Trust as a corpus fund to enable us to carry on serving the marginalized section of society. The Endowment Trust is Chaired by two leading doctors, Dr Samiran Nundy, an internationally renowned Surgeon and Emeritus Professor at the Department of Surgical Gastroenterology and Liver Transplantation, at the Sir Ganga Ram Hospital, New Delhi, and Dr Farokh Udawadia, Consultant Physician, Breach Candy Hospital, Mumbai, a leading Physician of India, who have also co-chaired our Institutional Review Board.

While in London, Dr. Alur met with the following professionals to discuss the Endowment Fund:

- Professor Jennifer Evans and Mr Alex Crawford.
- Dr. Yusuf Hamied, Chairman, CIPLA Ltd.
- Mr. Lal Chellaram, Chairman of K.C. Chellaram Trust.

### *International Conference: The North South Dialogue*

In planning for the next North South Dialogue, Dr. Alur met with Lord Antony Lester and Lady Katya Lester, Mr. Richard Heald, Mrs. Rosina Dhala and Ms. Natalie Cerqueira and Mrs. Doria Adam and Mr. Robert Green.

## *La Trobe University*

Our collaboration with the La Trobe University continued with two students of Occupational Therapy being placed at ADAPT and worked on adult rehabilitation with Dr. Alur and Ms. Chib.

Our macro level work in this year will have far reaching implications and will sculpt our Way Forward.



## *In Memory of Sultana Zaman*

*I am much saddened at the passing away of my friend Sultana. She was a dear friend and also a professional colleague. She had set up a very fine organisation in service of disabled children and families called Prothibondhi in Bangladesh and I had set up the Spastics Society in Bombay, now known as ADAPT.*

*We were also working together on various International platforms. I began working with the Womens' Council, UK, 18 years ago and many of the workers from Prothibondhi and Bangladesh came to me in Bombay to learn about Inclusive Education and to join our Community Rehab Course called Community Initiatives in Inclusion, which we have been running in the Asia Pacific Region.*

*Her workers were outstanding in their knowledge, presentations and their diction was perfect. It was evident what a great leader Sultana was. She pioneered services for a much needed cause in Bangladesh and was much revered. I went to see Sultanas work in Bangladesh.*

*I had a particular personal love for Bangladesh as my Mother was from there. Alas, history shows how Bengal got dissected, dividing our beloved Bengal into East and West Bengal but these political divisions could never take away our cultural heritage. We grew up with songs which were common, eating the same food, speaking the same language, wearing the same kind of sarees, singing the same songs. The partition of India will always remain a pain in our hearts.*

*She was an excellent speaker, a complete natural with a pulse on the audience, her presentations were always interspersed with a great deal of humour and wit.*

*Although she is no more, all over the world, people will remember her for her grace, her values and her civility, her intellect and, coming from a privileged illustrious family her desire to reach out to the downtrodden. Her desire remains rare and exceptional.*

*Mithu Alur*

Dr. Mithu Alur  
Founder & Chairperson ADAPT

## Seminars and Workshops

Continuing Education has been Dr. Alur's 'mantra'. This is required to upgrade the skills of staff in keeping with the global trends and developments in the area of education, treatment and inclusion.

Our continuing education has been in the form of external and internal programmes. Given below are the seminars, conferences, workshops as well as the in-service training conducted and attended in 2019-2020.

### *Train the Trainers from 3<sup>rd</sup> to 11<sup>th</sup> June 2019*

A Train the Trainer Module was conducted from 3<sup>rd</sup> to 11<sup>th</sup> June 2019 for nineteen trainers and staff by Ms. Malini Chib to provide an understanding of the human rights approach to disability and inclusion. There were lively discussions and participation on the methods to debunk myths and misconceptions surrounding disability and to introduce disability-friendly language and etiquette.

### *Workshop on 'Child Development'*

A four-day workshop was held by Mrs. Usha Ramakrishnan, Member, Governing Body and former Chairperson, Vidya Sagar from 13<sup>th</sup> March to 16<sup>th</sup> March 2019. Mrs. Ramakrishnan discussed modules related to Multiple Intelligences, Emotional Intelligence, Learning Disabilities and Autism Spectrum Disorder.

*'Key Principles of Inclusion and Teaching Strategies'* was facilitated by Mrs. Varsha Hooja, Trustee & Head Pedagogy, with the aim of introducing inclusive strategies in primary and secondary classrooms.

### *Workshop on Innovative Teaching*

This was facilitated by Mrs. Rekha Vijayakar, Senior Director, Education.

### *Behaviour Management Workshop*

A Behaviour Management workshop was conducted by the psychologist for teachers and therapist to help the teachers in identifying challenging behaviours, their antecedents and consequences and the ways to monitor and modify these behaviours.

### *Workshop on Self Esteem and Behavior Management*

A workshop on Self Esteem and Behavior Management was conducted on 26<sup>th</sup> and 29<sup>th</sup> July 2019 with a view to create a culture of appreciation, sensitivity, and respect for co-workers.

### *Workshop on Public Speaking*

This was held for all staff to build their capacity in the area of presentations and public speaking.

### *Workshop on Personal Hygiene, Behaviour and Etiquette*

This was the initiation of capacity building for the ancillary staff.

### *First Aid*

Staff also attended a training programme by 'I Care' organisation of Holy Family Hospital on



first aid for cardiac arrests and the use of 'automated external defibrillator'. This was especially useful for the members of the Mita Nundy Community Centre.

### *Workplace Etiquettes*

This was held for staff as a part of the Organisation Development Intervention Programme was held for staff.

## Voices

It is remarkable to see how parents are coming back to the centre with their concerns to the therapists and special educators.

- Mr. Matthieu Wirtz, Switzerland

“This is a good exposure for all our children. You can see how confident they are in what they are doing...and it boosts their confidence levels...”

- Mr. and Mrs. Lobo, parent of Alisha Lobo

“Seeing my child participate in Sports Day and made to feel just like others was the happiest day. Now I understand why he wants to come to the centre on holidays too.”

- Mr. Valeed Maatvaankar, parent of Arman Matvankar

Thank you for a wonderful journey. Best wishes.

- Mr. Mahesh Chandrasekhar, APPI

“There is a great hurry in the house every morning because my son Keshava V Vishwanathan wants to be dressed perfectly and be on time for the ADAPT training. He continuously talks about the friends that he has made and the progress he has made with his limb movements. We are pleased to be with you. Thank You Teachers.”

- Mr. P S Venkateshwaran

# People Who Make The Organisation 2019-2020

## CENTRAL SERVICES

### NATIONAL & ASIAN RESOURCE CENTRE FOR INCLUSIVE EDUCATION

Dr. Mithu Alur, *Founder Chairperson, Operations & National Policy*  
Ms. Malini Chib & Mrs. Varsha Hooja, *Trustees & CEOs*

### CHAIRPERSON'S SECRETARIAT

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

### FINANCE

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

### ADMINISTRATION

Ms. Arundhati Bose Verma, *Director, HR & Operations*  
Mr. Bijoy Kumar Thapa, *Establishment Officer*  
Mrs. Sana Khan, *Housekeeper Cum Warden*  
Ms. Annamarie Shepherd, *Secretary*  
Ms. Ruchika Shinde, *Receptionist*

### REVENUE GENERATION

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

### TRAINING

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

### KNOWLEDGE MANAGEMENT CENTRE

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

### 'ONE LITTLE FINGER' DEPARTMENT

Ms. Malini Chib, *Founder Chairperson*  
Ms. Catherine Ameno, *Assistant*  
Ms. Tsuknungtula, *Assistant*  
Ms. Tsewang Chozom, *Assistant*

### MITA NUNDY COMMUNITY CENTRE

Mrs. Rekha Vijayakar, *Senior Director, Operations, Training and Pedagogy*  
Mrs. Sujata Verma, *Deputy Head Programme*  
Mrs. Sunita Malcotia, *Deputy Director, Administration*  
Ms. Saranga Shah, *Special Educator*  
Ms. Ashwini Shrivastava, *Secretary*

## PROGRAMMES

### BANDRA CENTRE FOR INCLUSIVE EDUCATION

Mrs. Rekha Vijayakar, *Senior Director, Training and Pedagogy*  
Ms. Ameena Latif, *Deputy Director*  
Mrs. Sunita Malcotia, *Deputy Director, Administration*  
Ms. Saranga Shah, Ms. Jyoti Babu Badson, Ms. Sangita Bhekre, Ms. Manisha Gudi, Ms. Sharon Saldanha, Ms. Asha Kamble, Ms. Vinaya Putharan, Ms. Sneha Gangan, Ms. Sherly Remedios, Ms. Mubina Kazi, Ms. Alisha Palanpurwala, *Special Educators & Teachers*  
Mr. Anuj Sharma, *Music and Yoga Teacher*  
Ms. Ruby D'souza, *Secretary*  
Ms. Sonal Kokane, *Assistant Secretary*

### COLABA CENTRE FOR INCLUSIVE EDUCATION

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

### DEPARTMENT OF TREATMENT & THERAPY

Dr. Shabnam Rangwala, *Head, Therapy*  
Dr. Ashutosh Sonawane, *Head, Adult Rehab Unit*  
Dr. Saman Ansari, Dr. Amina Markar Dr. Tejal Gosavi, Dr. Sakshi Aggarwal, Dr. Shradha Patil, Dr. Fatema Electricwala, *Physiotherapists*  
Ms. Ashwini Shrivastava, Ms. Priyanka Rajput, *Secretaries*

### DEPARTMENT OF PSYCHOLOGY

Mrs. Reshma Tanna, *Head, Psychology and Counselling*  
Ms. Nikita Tanpure, *Clinical Psychologist*

### DEPARTMENT OF SOCIAL WORK

Mr. Digambar Archaya, *Social Worker*

### DHARAVI CENTRE FOR INCLUSIVE EDUCATION

Mrs. Gulabjan Sayyed, *Senior Community Supervisor*  
Mrs. Ruksana Sayed, *Multipurpose Worker*  
Ms. Sony Rao, *Teacher*  
Ms. Shakuntala Kamble, *Teacher*  
Ms. Sunanda Watkar, *Therapy Aide*

### SKILLS DEVELOPMENT CENTRE, CHEMBUR

Swami Mounananda, *Honorary Advisor*  
Major General Khurshed M. Balsara, *Principal Director, Operations*  
Mrs. Malka Tandon, *Deputy Director*  
Mrs. Mamata Mukherjee, *Head, Textile & Ceramics*  
Mrs. Omrika Rohra, *Trainer, Soft Skills*  
Mrs. Sangeeta Manna, *Trainer, Computers*  
Mrs. Moumita Das, *Dance Teacher*  
Mrs. Chitra Lakshman, *Placement Officer*  
Ms. Deepa Shetty, *Special Educator cum Social Worker*  
Mr. Rakesh Korgaonkar, *Junior Administrator*  
Ms. Akshata A. Bhat, *Physiotherapist*  
Ms. Pooja Ghadigaonkar, *Psychologist*  
Ms. Kajal Sachdev, *Occupational Therapist*  
Mr. Prashant Mohril, *Textiles & Ceramics, Assistant*  
Ms. Sunita Varma, Ms. Ashwini Waidande, *Teachers & Trainers*  
Mr. Valerian Britto, *Establishment Officer*  
Mrs. Veena Dhaifule, *Marketing Coordinator*  
Ms. Rashmi Chonde, *Senior Production Assistant*  
Ms. Sunita Jadhav, *Tailoring*  
Mrs. Prabha Shankar, *Secretary*  
Ms. Dipika Shinde, *Receptionist & Telephone Operator*  
Ms. Malik Bhanwadia, *Assistant, Production*  
Mr. Manoj Chhabra, *Choreographer*  
Ms. Ratna Patil, *Supervisor, Mother Kitchen*  
Mr. Aman Tandon, *Assistant in Mother's Kitchen*



*Art that shines like the sun and stars...*







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