

Nothing for the disabled without the disabled



Annual Report 2017-2018

Seminar on Inclusive Employment



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

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CHAIRPERSON'S MESSAGE



Dr Mithu Alur

Dear Friends and Well Wishers,

Despite the enormity of the work, we have had an excellent year, although challenging. As you all know that ADAPT is a non-profit organization. It has continued to contribute to Education, Healthcare, Treatment and Socio-emotional Development through Music, Arts, Drama, Sports, to the most disadvantaged and poor children in our society. Principles governing us have been sustainability or self-sufficiency, subsidy and charity for the needy and provision of a high quality of expertise combined with care and compassion. However, we have been facing a challenge in the area of finance, our cash flows for operating the services have dwindled and we are facing a serious financial crunch, so I am facing an uphill challenge with the team.

In the area of programmes, substantial studies have shown that disabled people are capable, reliable employees, who often stay in the job longer than other employees. They contribute to productivity, to staff morale and to team spirit in the workplace as a whole. We now have placed a strong focus on the Skills Development Centre in Chembur and are working towards promoting “*inclusive employment*”. I have coined the term “*inclusive employment*”. This is about developing a skilling framework necessary for placing disabled youth out in open employment or self-employment. A new project has been launched with support from Citi Bank aiming at producing a blue print of a Model of a Code of Practice, demonstrating how private and public industries can work together, providing training and work experience leading to Inclusive Employment.

In fact, one of the major gaps in the field of employment for disabled people, is that disability has not been positioned within the CSR policy of Companies.

Another challenge is like in *Inclusive Education*, regular teachers do not have the knowledge of the ‘know how’ of integrating students into the classes;

in *Inclusive Employment*, Corporates have no idea of how to employ disabled people.

Another collaboration has been with HPCL. It has through its CSR policy, been supporting our mission to promote inclusion through part sponsorship of our education, treatment and therapy and skills development services for the past eight years.

This partnership has ensured that we continue to provide quality education and treatment as needed, in a supportive environment, so that children and youth with disability across our centres can realize their full potential.

The partnership goes beyond financial support and it is wonderful to have the active participation of HPCL staff at all our major community sensitization and cultural initiatives. They support our efforts at the Mumbai Marathon, and this year have taken on the Corporate Challenge race in aid of ADAPT. We are grateful to them for continuing to be co travellers with us in this journey of inclusion.

ADAPT has also partnered with Oracle and Charity Aids Foundation to set up a unique project that powers three programmes: a platform for collection and dissemination of knowledge through digital media; creating awareness and sensitization through workshops in the community; and a Centre for adults with disability, their parents and the elderly.

I take this opportunity to thank all of the people who make this organization: our Donors, our Volunteers and Well wishers without whose help we would not have come this far. I thank all the Members of the Trustee Board and Governing Body; The Institutional Review Board, and the Board of Advisors, who have supported us with their earnest diligence, and commitment, in making this journey a truly meaningful one: last but not least I thank all our colleagues who have helped to keep quality.

We have dedicated 47 years to the cause of improving the quality of life of the disabled. I thank my colleagues for their passion and dedication in maintaining the high quality of standard.

Unfortunately, inclusion of disabled children and people is a far cry in India. Although India has the largest population of disabled people in the world, it does not have its systems of inclusion in place, exclusion gets institutionalized and becomes embedded. Disabled people are the forgotten millions of our country suffering *institutional discrimination*.

But the journey continues ... to create a nation where the able and the disabled are equal, so that our society learns the value of diversity and respects differences. We will gather strength and courage to carry on relentlessly in this area of darkness.



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

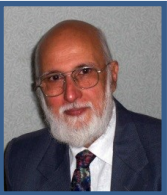
The Trustees and Governing Body



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.



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



Trustee, Sitanshu Mehta is a Fulbright Scholar; Professor Emeritus, MS University, Baroda; former Vice Chancellor of Saurashtra University, and an eminent poet and critic. He is a recipient of the Padmashri and the Sahitya Akademi Awards. He advises the organisation in pedagogy and presents the parent perspective. One of his recent initiatives has been the development of a plan for 'after care' services for adults with disabilities.



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



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



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



Trustee and CEO, Varsha Hooja trained as a special educator at ADAPT and has been with the organisation for 39 years. Mrs. Hooja has taught at the primary, secondary and pre-vocational levels at ADAPT's three Centres in Colaba, Dharavi and Bandra, and has been Principal of various Centres. She has been working with Dr. Alur in policy interventions at the national level. Mrs. Hooja is General Secretary, All India Regional Alliance on Inclusive Education (AIRA), liaising with partner organisations across the country at the state and district levels.



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



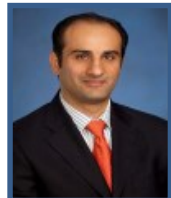
Member, Governing Body, Ami Gumashta is a Chartered Accountant and the organisation's Honorary Director, Finance. Mrs. Gumashta coordinates and monitors the revenue generation efforts, forecasts and consolidates individual departmental budgets and scrutinises expenditure. She is also in charge of coordinating,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



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



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



Member, Governing Body, Vishal Bakshi is Founder & Managing Partner, Avatar Growth Capital. Mr. Bakshi has an MBA in Finance from Columbia Business School, a Post Graduate Diploma in Management from IIM, Ahmedabad and a BA (Hons) in Economics from St Stephen's College, Delhi. Prior to moving back to India in 2008, he worked in Goldman's Investment Banking Division, New York.



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



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



Ms. Shonali Bose is an award-winning filmmaker of international renown, and has been advocating for the rights of the disabled. She actively supports the activities of the ADAPT Rights Group. Her most recent feature film, Margarita, with a Straw, has been hailed by the disability community across the world for its authentic, brilliant portrayal of a young girl who happens to have CP, coming to terms with her sexuality. ADAPT is proud to be one of the producers of the film. Her current feature film – The Sky is Pink, starring Priyanka Chopra and Farhan Akhtar, also deals with disability.

Institutional Review Board



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



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



Surajit Nundy MD, Ph.D., has worked as a doctor in the US for over 20 years before coming back to India to dispense healthcare in rural and slum areas around Delhi. He has set up and is the Chief Executive Officer at RAXA, an Internet platform that creates and curates reliable, ethical information on medical issues and connects doctors and patients. Dr. Surajit Nundy is Fellow at the Center of Brain Science at Harvard University. He has contributed to the book entitled, 'Healers or Predators' – Healthcare Corruption in India, edited by Samiran Nundy, Sanjay Nagral, and Keshav Desiraju, which was launched this year.



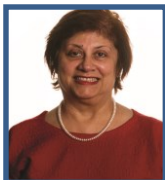
Dr. Mithu Alur is a researcher, lecturer, author of several books and papers, and has made contributions, both nationally and internationally. Her interests range over the dimension of social policy, producing cost-effective methodologies to address educational needs of children. She has published extensively 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 disability.



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



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



Ms. Malini Chib holds two international Master's degrees: in Women's Studies from the Institute of Education, University of London and in Information Technology from the London Metropolitan University. She is an author, researcher, academic and activist in the disability movement. She presently works as a Diversity & Inclusion expert with Tata Consultancy Services, London. Her main focus has been to work with the minority groups in TCS and help address their issues, build employee networks and create more awareness across TCS., U.K.

Action Research Committee



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



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



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



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



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

Board of Advisors

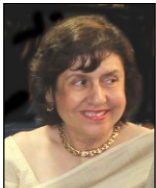
In addition to the Board of Trustees and Governing Body and the Institutional Review Board, a Board of Advisors has been constituted.



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



Sathi Alur's association with disability spans over 35 years. He is a parent of a disabled person, Malini, who is the raison d'être for the creation of SSI. He has a background in finance and law and has worked in the multinational corporate environment within the international development community in the World Bank, UNICEF, ILO, etc. Honorary Advisor to the organisation since 1978, he has set up the systems of finance and legal compliances for the organization and helped extensively with the raising of revenue.



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



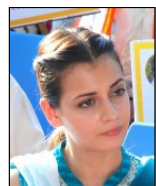
Mr. V. Ranganathan was formerly Chief Secretary, Government of Maharashtra. He has been associated with Dr. Alur's work. As Chairman of Mumbai Heritage Conservation Committee, he advocated physical accessibility for persons with disability in public places.



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



Mr. Nagesh Kukunoor is an award-winning filmmaker and has been ADAPT's Ambassador for the Mumbai Marathon, and has been available for 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 is an Indian actor, writer, and director. She regularly participates in various social campaigns to promote education for children living in rural India, and disabled children. She is ADAPT's Brand Ambassador for the Mumbai Marathon and has participated in most of ADAPT's events.

ADAPT: The Vision



Previously called The Spastics Society of India, ADAPT (Able Disabled All People Together) was set up in the year 1972 by Dr. Mithu Alur, a mother and a professional who has since pioneered both services for children with multiple disabilities as well as the movement for inclusion in India.

Inclusive education was made a possibility after Dr. Alur's policy research titled, *'Invisible Children: A Study of Policy Exclusion'* found the extent of exclusion of children with disabilities from education and public services began from the top, the Government. This prompted her and her team to examine the policies with respect to disability in the country, and to move away from the medical model towards the social model and to target legislations. Today, the Right to Education (RTE) includes all disabled children under the Constitution to be in regular mainstream schools.

After pioneering inclusive education and policy reforms for children with disability, Dr. Alur is now working to promote inclusive employment. Her seminal work seeks to break the stigma by proving that people with multiple disabilities can be independent, active and contributing citizens.

Our struggle which continues to establish a civil society movement built on the values of justice and human rights has created a unique identity in the present-day situation in the country, as well as paved a way forward for our goals to be actualized.

Inclusion and equality form the foundations of ADAPT. We will strive to reach out to people who are marginalized and labeled different to build their capacities and inspire strong advocates for inclusion so that society may learn the value of diversity and make space for everyone alike.

The programmes that are being carried out and reported in the following pages, endeavour to operationalise the Vision of the Organisation.

Colaba Centre

The Colaba Center was the first centre set up by Dr. Alur in 1972, to address the lack of services for children with multiple disabilities in India. The aim of the educational programme, continues to be to work with a multidisciplinary team, so as to ensure the holistic educational remediation and treatment of the beneficiaries. A multidisciplinary team of professionals comprising of special educators, speech therapists, physiotherapists, occupational therapists, psychologists and social workers collectively work on an individual need-based intervention. Every professional provides technical inputs towards the development of individualized plans. These are then implemented by the stakeholders at the three levels, i.e. individual, classroom and home based. 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, and 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.

Services offered at the Centre

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

- Assessment and Identification
- Home Management
- Education: Cluster based teaching
 - ✓ Nursery
 - ✓ Primary
 - ✓ Pre Vocational
 - ✓ Vocational
- Socio Emotional Development through co-curricular and extra-curricular activities
 - ✓ Music
 - ✓ Dance
 - ✓ Drama
 - ✓ Action Sports
 - ✓ Swimming
 - ✓ Martial Arts
 - ✓ Physical Training
 - ✓ Art Based Therapy
- Environmental Studies (EVS)
- Treatment and Therapy
 - ✓ Physiotherapy
 - ✓ Occupational Therapy
 - ✓ Speech Therapy
- Personality Development through social skills training

This year, the Pre Primary class had 70 children from the slums of Cuffe Parade and Colaba attending this programme. The main focus was to introduce these first generation learners to pre writing, pre reading and pre math skills through a play way method. Our inclusive nursery class had three 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 art and craft activities, music, dance and sports. Children were encouraged to play in our garden and enjoy the excursions and field trips through the year, thereby making learning a fun experience. Similar to an Aanganwaadi programme, we provide nutritious mid-day meals to the beneficiaries.

The Primary class had 12 children with special needs and the focus was to prepare them in literacy and numeracy skills. The class had multi-level teaching as the beneficiaries abilities vary due to disabilities such as Cerebral Palsy, Autism and intellectual impairment.

Modifications were carried out in learning materials, teaching strategies, aids and appliances, and services provided to facilitate each child's learning.

In the academic section, the curriculum designed by the SSC and NIOS Boards was followed with adaptations and modifications. In the vocational sections, Individualized Development Plans (IDPs) were used to chart the child's progress. Working on the IDP helps to identify the child's strengths and weaknesses, so teaching methods can be modified accordingly.

The Pre-Vocational Class imparted functional literacy to the 10 beneficiaries enrolled. The curriculum aims to ensure that the beneficiaries are able to understand the concept of money, time and basic words for survival while preparing them for skills they may be able to pursue later.

The Vocational Development Programme (VDP) had 11 beneficiaries who were trained in vocations based on their abilities and interests. This training ranged from office skills, to housekeeping, baking and gardening. Along with the vocational training the beneficiaries were also exposed to functional literacy and numeracy.



Training in gardening

Hub Services

The Colaba Centre also functions as a Resource Hub for the neighbourhood offering assessment and remedial services to the community. A primary screening camp was conducted for the Naval Dockyard Employees at Kanjurmarg in July 2017. A social profile and a needs assessment form was filled for those who attended the camp. Based on their needs a recommendation plan was provided. The parents were informed of the services offered at ADAPT as well as the need to set up Disabled Persons Organisations (DPO) with young adults with disability.

I Can Bake

A new venture initiated by Mrs. Natasha Chib and Dr. Maneeta Sawhney is the 'I CAN' Bake Unit for 30 beneficiaries across the 3 centres.

The curriculum includes theory and practice. Safety measures were explained and practical classes held in the Mother's Kitchen. The beneficiaries have learnt to make simple English breakfast cakes and cookies.



Learning how to bake cakes

We hope that the beneficiaries will be able to develop their skills in various baking procedures and thereafter seek training with a bakery for further development of their potential. This Model is being replicated in the other Centres in Bandra and Chembur.

A glimpse of our Extra-Curricular Activities and Events:

Martial Arts

The beneficiaries of the VDP programme were also trained in martial arts to help them not only in self-defense but also to improve their



Learning the art of self-defense

physical fitness. This activity was initiated by the Nikhil Chib.

International Yoga Day

Yoga is an integral part of the curriculum at ADAPT. International Yoga Day was celebrated with a lot of excitement across the centres with volunteers joining the beneficiaries in their morning exercises.



Celebrating International Yoga Day

Gokul Ashtami Celebrations

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

Raksha Bandhan Celebrations

Raksha Bandhan at our centre signifies friendship whereby each one promises their friend to help them in all activities. The celebrations began with the preparation of rakhis by the beneficiaries, who use innovative materials ranging from crepe paper to cloth to ribbons, to create the bands with the help of volunteers, who also helped them to make simple chocolates.



Rakhis being tied

Independence Day Celebration

The Colaba Centre was decorated with the National flag and balloons in the colors of our flag. Some of the paintings by the beneficiaries were also displayed. The programme began with a message from our Founder Chairperson Dr. Alur. Master Hiten Kanojia, with the help of a volunteer, recited a patriotic poem. Mrs. Chatterjee, Dr. Jayadev along with some students hoisted the National Flag, and everyone proudly sang the National Anthem. This was followed by a programme of song and dance sponsored by the Giants Club.



Independence Day celebrations

Ganesh Mahotsav

The beneficiaries welcome Lord Ganesha during the Ganesh Mahotsav. Each of the classes learnt songs in praise of the Lord, that were sung during the pooja. They bid farewell to their loved Deity with songs and dance.

Interactive Session with Wells Fargo Bank

We welcomed volunteers from the Wells Fargo Bank who spent the morning helping the prevocational and vocational development class paint and decorate diyas for the upcoming I Can Bazaar. Mrs. Chatterji and Dr. Sawhney gave a presentation of the work of Dr. Alur and ADAPT. Ms. Malini



Wells Fargo Bank volunteers at the Centre

Chib interacted with them on the need for employee sensitization on disability. An Empowerment Session will be conducted by Ms. Chib.

Navratri Celebrations

Dandiya is a popular folk dance during the festival season and the students of the centre enjoyed dancing with their friends.



Navratri Celebrations

Founder's Day

The Spastics Society of India was set up by Dr. Alur on Gandhi Jayanti i.e. 2nd October 1972 and we commemorate this day as our Founder's Day. This is celebrated with a lot of enthusiasm across all our centres. In their words it is 'Happy Birthday ADAPT'. The function connected Mahatma Gandhi's ideology of service to humanity to the ethos of ADAPT's services. This was followed by a tribute with songs and bhajans.

Children's Day

Mattel India Private Limited sponsored the Children's Day party which was a fun filled morning with games, refreshments and gifts for each of the beneficiaries.

Christmas Party

Christmas celebrations began in the first week of December, when volunteers from St. Xavier's college decorated the centre and set up the Christmas tree. The celebrations culminated with the Christmas party before the winter vacations.

Sports Day

Every beneficiary of ADAPT is encouraged to participate in the Annual Sports Day. All the activities are designed with a focus on the abilities of each participant. Some of the participants are assisted by the volunteers and encouraged and applauded by our audience of donors, volunteers and parents.

Bandra Centre

The academic year 2017-2018, like all other years, was filled with activities and events. The year began in June with several faculty meetings, to orient new staff and apprise old staff of the vision and mission of ADAPT. The senior staff guided the new staff on setting up of their respective classes, based on the syllabus for the next three months. The therapy department was coordinated with for furniture needs of the newly admitted students. Thereafter, faculty meetings were held every month, to discuss the new academic programme, therapy related schedule and the forthcoming events for the year 2017-2018.

There were 129 students registered at the centre, 40 were in the academic section and 32 in the vocational section. The Adult Work Skill Unit had 57 trainees. The academic section consisting of pre primary section and grades from I to VII.

The medium of instruction at ADAPT is English, hence the emphasis is on the beneficiaries

being exposed to English Language Skills. Supplementary Reading was introduced to help develop and enhance communication and vocabulary building. The Project method is used to explain concepts and make learning process interesting. Performing Arts such as music/dance/drama are interwoven into the curriculum and sports and yoga are also an integral part. These help in enhancing the socio-emotional development of the children and adult trainees. These complement the regular physio and occupational therapy provided. Sports and yoga are also an integral part of the curriculum. Important national and international days are celebrated.

New initiatives

- Communication and grooming classes were introduced for the trainees to prepare them for placements.
- A Recreation Club for trainees of the Work Skill Unit has been initiated, so that trainees get an experience to socialize outside the center.

Activities through the year

I. Trainings

Drama Workshop

A unique and interactive session was organized for the staff by Mr. Divya Bhatia. The theme was “Performing Arts in Education”. The activities helped the teachers reinforce strategies useful for promoting good classroom teaching-learning process.

Workshop on Sensory Processing

Ms. Anoopama Bhohti, former staff at ADAPT and present faculty of La Trobe University, Australia, held a workshop on Sensory Processing at the Bandra Center. This focused on the use of strategies to compensate for sensory processing challenges faced by the children. Specific challenges faced were discussed during the workshop.

Time Management Workshop

A workshop on Time Management was conducted by Mr. Ravi Hooja and Mr. David Jacob, Skill Edge India. The staff was introduced to the importance of managing time through group exercises, discussions and debriefs.

Learning through Play

A workshop on early child development in seven areas was conducted by Mrs. Usha Ramakrishnan Consultant-Emotional Intelligence and Emotional Wellness (For Parenting, Teaching, Management and Leadership). The participants were taught to make functional holistic assessment using the oval and quadrant templates. This is beneficial in preparing intervention plans for children with difficulties or at risk. The concept of enabling the potential of the children using Multiple Intelligences was also introduced.



Usha Ramakrishnan demonstrating holistic assessment

II. Activities for students and trainees

Yoga Sessions

Bi weekly yoga sessions were held by Ms. Katherine Sneyd, for a sample of 7 trainees who were part of a research study.

Raksha Bandhan, Independence Day and Gokul Ashtami celebrations

Raksha Bandhan celebrates the relationship between brothers and sisters and the girls tied colourful Rakhis on the wrists of the boys.

The seventieth year of independence was celebrated at the Bandra center on 11th August. The event was attended by Mr. Sumit Kumar, part of CSR team from HPCL. A special street play was presented on 'Swachh Bharat Abhiyan' and so were some devotional songs and dances. Mr. Dhiren Kanchan, a trainee from the WSU unit read a message on Independence.

On 16th August 2017, we celebrated Gokul Ashtami and had our students break the 'dahi handi', enacting a scene from mythology.

Diwali Celebrations

The beneficiaries were dressed in their colourful outfits for the Diwali Celebrations. The importance of protecting the environment was emphasised and a pollution free Diwali was celebrated.

I Can Bazaar

The 'I Can Bazaar', an annual exhibition cum sale of the products made by the beneficiaries across our centers, was inaugurated by Mr. Ashish Shelar, BJP President, Mumbai on Friday the 13th October. The 'I Can Bazaar' was conceptualized by our Founder Chairperson Dr. Mithu Alur, to promote the creative skills of people with special needs. 40 adult trainees and students lead by choreographer Anamika, presented an energy packed, foot tapping dance at the inaugural function.



Mr. Ashish Shelar, inaugurating the I Can Bazaar with Dr. Alur, Mrs. Vijayakar and a student

Children's Day

Pandit Jawahar Lal Nehru's birthday is celebrated as Children's Day on the 14th of November every year at ADAPT. With support from Ribbons and Balloons, Nari Samajik Sanstha and coupled with music, dance and a movie show, the students and trainees enjoyed their special day.

Social Clown Art

We thank Monica and Olga of Big Smiles, a Spanish NGO for introducing Social Clown Art to the Bandra Centre. The children were delighted to have smiling and chirpy clowns in the class rooms.

World Disability Day

3rd December is 'World Disability Day' and we celebrated this day through Art and reading activities. Music and dance was organised in the auditorium.

Swachh Bharat Abhiyan

This message was given by our Prime Minister Mr. Narendra Modi in 2014 with a vision to make India clean. We conducted a Swachh Bharat Abhiyan activity on 19th December 2017, which is also World Environment Day. The trainees presented a street play and with slogans of 'Hamara hai ek hi sapna - Bharat ko hai swachh rakhna', 'Kareng hum, Kareng hum, Bharat ko swachh Kareng Hum'. With brooms in their hands, the energetic foot soldiers took to sweeping and cleaning the surroundings.



Cleaning our surroundings

Christmas Party

Christmas was celebrated along with members of The Living World Church and the students of RIMS International School. Carol singing and Santa Claus were the highlights of this event.



Santa Claus visits the Centre

The Annual Sports Day

The Bandra Centre held its Annual Sports Day on Thursday 25th January 2018. It was an inclusive event and had support of students from the Guru Harkishan High School, Santacruz. The event commenced with the Lighting of the Torch and the Sports oath. Events included a 50 meters sprint, hurdle race and balloon race amongst many others.

Annual Day 2018

Our Annual Day 2017 - 2018 was held on Friday, 20th April 2018 at the Bandra Centre. Mr. M.D. Gade, Assistant Charity Commissioner and Dr. Roshan Vania, Head, Neurophysiotherapy, Bombay Hospital were the Chief Guests for the day. The Programme began with the Shloka 'Anandaloke' followed by folk and Bollywood dances and the Ganesh Vandana by students and trainees. This was followed by addresses by Chairperson, Dr. Mithu Alur and the Chief Guests, who gave the outstanding students their yearly awards.



Dr. Alur and Mr. Gade awards on the Annual Day

The students and trainees of ADAPT participated in several runs organized through the year.

Mumbai Customs Half Marathon

This was the first ever half Marathon through the Heritage area of South Mumbai organized by the Mumbai Customs and ADAPT. We participated in this run carrying messages of: 'You see a wheelchair', 'we see the person', 'You see disability, we see ability', 'Nothing for the disabled without the disabled' on the wheelchairs.

I Run for Fun

Organized by IL&FS, this run is aimed at promoting fitness and healthy living. ADAPT is the Charity Partner for this event held at the Bandra Kurla Complex and retrieves part of the online revenue.

TATA Mumbai Marathon

ADAPT was chosen as the organization to represent the disability sector at the TATA Mumbai Marathon 2018, and was responsible to coordinate with all the other disability organizations that participated. The ADAPT contingent was led by Ms. Malini Chib, followed by the over 600 participants consisting of ADAPT students and trainees, our partners from HPCL and RIMS school. The Naval band and the band from the Gloria Convent High School, Byculla accompanied us.

Health Check up

A general health and eye checkup were held on 14th and 15th of September 2017 for the beneficiaries, staff and parents. 200 adults and children had their eyes checked and were provided spectacles if required. This camp was sponsored by Mr. Ashish Shelar, President of the Mumbai BJP.



Health Camp in progress

Field Trips

Field trips contribute immensely to the learning of children and are an integral part of our curriculum. The following field trips were held:

- The Pre-primary group visited the Aquarium, where they learnt the names of some fish.
- 21 trainees from the Work Skill Unit visited a Bakery School at Nerul.
- The trainees of Work Skill Unit went to the Cafe Coffee Day Café in Bandra. The visit was aimed at developing social skills.
- Group V/VI/VII visited the Nehru Science Centre. The children enjoyed the projects at display and created a project book on the visit.
- The Nursery, Reception, Transition and Group I children went on a field trip to Patwardhan Park. This was the first exposure to a garden and the outdoors for some.
- The Vocational Development Programme and Senior students visited Big Bazaar as a shopping experience.
- An independent living camp was organized for the trainees of the Work Skills Unit at Lonavala, where they experienced living away from home. They also enjoyed recreational activities like swimming and outdoor games.
- The trainees of the Work Skills Unit attended baking classes conducted by Puratos India, at their kitchen.

Movie Show by HPCL

Adult trainees from the Bandra and Chembur Centers attended the special screening of the movie Jagga Jasoos at the New Excelsior Theatre organized by HPCL.

Spotlight by Be Hivers

An event called Spotlight was organized by Be Hivers, an event management group for the trainees of the Works Skills Unit, which had several interactive activities.

III. Parent Partnerships

A Parents meeting was held at the Bandra Centre, to update them on the schedule for the year, as well as explain the importance of regular attendance and therapy. This was attended by 165 parents. Regular parent meetings were held every month, in the classes, to discuss the progress of the children.



Mrs. Vijaykar addresses the parents

Therapy Department – Bandra

ADAPT operates on the philosophy of inclusion and its therapy services also follow the same philosophy. This department provides holistic multi-disciplinary management under one roof, to improve the functional independence of its beneficiaries. To be truly inclusive, all the members of the team work cohesively together and plan common goals for the beneficiaries. Rehabilitation services at ADAPT are set in the social model and the therapists move out of their professional domain to promote greater independence in all the activities at the centre and home. Parents are included as a part of the team, and are involved and guided in the management as well as the planning processes. Depending on the functional status of each child and trainee, the therapists plan and administer therapy in various settings: individual one on one sessions and group sessions where students work together along with the staff.

Services offered by the Department in the year 2017- 2018

Therapy services are planned for all beneficiaries according to their individual needs. The department has always been an integral part of the services at ADAPT, and it has been our constant endeavor to provide the best services to our beneficiaries. The department had introduced new services in the year 2014 for adult beneficiaries through the ‘Adult Rehab Unit’. The vision behind this was the underlying difficulties and challenges faced by the senior citizens with disability and their caregivers. We also have expanded to include an array of new clinical services for rehabilitation in Orthopaedic, Neurological Conditions, Dysphagia Management, Sports, Fitness and Weight Management.



An individual therapy session

In 2017-2018, 82 beneficiaries received therapy individually. These beneficiaries were from the pediatric and adult population, and had Cerebral Palsy, ADHD, Down’s Syndrome, Autism and other Orthopaedic and Neurological Disorders. We have a multi - dimensional, functional based approach towards assessment and management. Beneficiaries are taught to use their definite abilities with aids and orthotic technology. Regular follow ups with parents ensured similar environment in the house which helped to carry forward the therapeutic effects.

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

- **Gym Group:** Workout sessions in our gym are provided to students with a focus on strength training with agility and mobility. Specific muscle training is also done to optimize progress at various levels. This in turn helps to increase muscle endurance and overall stamina.



A workout session in the gym

- **ADL Group:** This group is focused on helping the students develop their skills of independent living. It worked on improving bilateral coordination of the upper limbs, as well as fine motor skills. In hyperactive children, their excess energy is channelized with activities like jumping on the trampoline etc. The Jumping Jacks Group (for children with high energy levels) included students with hyperactivity, low attention and concentration span. It aimed at improving sitting tolerance and auditory processing, which impact the concentration and attention span of the students.
- **PETO Groups:** These are conducted for younger classes up to Grade II. PETO Groups work on the principles of Conductive Education using group dynamics to ensure that therapy takes place in a playful and enjoyable manner. Parents are key members of these groups and are actively involved in the sessions. PETO sessions are conducted to meet individual goals of mobility, sensory integration and activities of daily living.



Group session with the parents

Other interventions

- **Furniture and wheelchair evaluation**

The therapists also customize furniture modifications for every beneficiary, with a focus on better posture and alignment. This aids them in their activities while sitting for longer hours, and further helps in better respiratory function.

- **Aids and adaptations**

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

- **Home management and Parent training**

A crucial aspect in long term management, home management and parent training ensures that the effects of the intensive management programmes are followed up at home. An explanation of the condition and its prognosis to the parent or caregiver helps them with management goals and the precautions to be taken.

- **External consultations**

We have regular discussions and referred consultations with specialists in Paediatric Orthopaedics, and Neurology. Children with neurological issues were attended by Dr. Neelu Desai, Pediatric Neurologist. There were 5 clinics organized through the year, where 63 student and trainees were assessed and provided interventions.

Other events

Yoga Workshop

This was the second year of the workshops by Ms. Jo Manuel from Special Yoga, U.K., held with the aim of strengthening yoga practices at ADAPT, and reviewing the research study currently being carried out at ADAPT.

Special Yoga benefits children and adults with all types of disabilities, including children with autism and ADHD, Down's Syndrome, Cerebral Palsy and other learning, developmental and physical challenges.



A workshop on Special Yoga for parents

Special Yoga uses a combination of movement, breathing and deep relaxation techniques, combined with sounds rhythm, massage and other sensory integration techniques.

This year workshops were planned for parents and carers of children with special needs, special educators, therapists and doctors interested in using yoga.

Yoga Research

A study on yoga entitled 'Impact of Yoga on breathing patterns and psychosocial variables in adolescents with Cerebral Palsy' has been conducted over a period of 9 months. The aim was to demonstrate the physical and psychosocial impact of yoga practices on adolescents with cerebral palsy. The following variables were studied: Vital capacity and breathing patterns, posture and stress. The analysis and report writing is in process and will be available shortly.

World Cerebral Palsy Day Celebrations: ADAPT Achievement Awards 2017

World Cerebral Palsy (WCP) Day is a global event to increase awareness on Cerebral Palsy. ADAPT is the Indian partner to this event, and was the first organization to institute Annual Awards to felicitate the achievements of people with Cerebral Palsy in the year 2012. The WCP India committee is chaired by pediatric orthopedic surgeon Dr. Taral Nagda with Dr. Shabnam Rangwala, Ms. Jasmina Khanna (an alumni of ADAPT employed in the corporate setting) and Ms. Jasmeet Arora as the other members.



Dr. Alur, Malini and Dr. Taral Nagda at the World Cerebral Palsy Day Awards

The ADAPT Achievement Awards were held on the 6th of October that is celebrated as World Cerebral Palsy Day.

The awards were given to achievers with Cerebral Palsy in the following categories;

<i>Awards</i>	<i>Winner</i>	<i>Runner Up</i>
<i>Disability Beyond Self: Civil Rights & Activism</i>	Sripad Bir	
<i>Personal Achievement: Academics</i>	Satyam Rastogi	Franklin
<i>Standing on my Own Feet: Open Employment / Entrepreneurship</i>	Vivek Joshi	Aakash Agrwal
<i>Special Achievement / Jury Award</i>	Vidhi Sharma	Meera Bung

The applicants were shortlisted based on a pre-determined selection criteria, and the final selection done by a eminent jury comprising of persons with disability, doctors and advocates, which included Mr. Jamshed Mistry, *Lawyer and Advocate, Supreme Court of*

India and Lawyer for Disability Rights, Mr. Avelino D'sa, Disability Rights Activists, Goa, Ms. Sandra Vaz, Member Special Olympic Committee and Dr. A. K Purohit, Neurosurgeon.

A poster competition for mainstream schools was also conducted and 30 entries were received.

The ADAPT Achievement Awards provide an excellent platform to celebrate the successes of persons with Cerebral Palsy and also increase awareness on related issues.

Partnership with La Trobe University, Australia

Our partnership with La Trobe University, School of Occupational Therapy, Melbourne began in the year 2016, with the aim of providing community based placements to the interns from the University, to enhance their skills as global healthcare professionals. They undertake specific projects during their internship at ADAPT.

This year the period of the internship was from June to August. During the course of the 10 weeks, the interns visited all the centers of ADAPT, and had a mentor who guided them on their project.

The projects undertaken in the year 2017 were:

1. *Life Skills Project*: Undertaken by Amanda Laracy, Rachel Guralnick & Olivia Crosthwaite, the aim of the project was to review and enhance the current Life Skills Programme at ADAPT, for students with cerebral palsy. The team sought to provide evidence-based intervention guidelines, sourced cost-effective adaptive equipment and tried to bridge the gap between services and home. The outcome was the creation of a checklist to measure independence by the teacher and the carer, and a manual of aids available in India for the use of students with disabilities.
2. *Creation of a Sensory Strategies Resource Manual*: Interns Abbey Collins, Kiri Kreger & Sylvia Chau, created a sensory strategy resource folder, which can be used by classroom teachers to meet the sensory needs of children with autism, attention deficit disorders, ADHD and other developmental conditions. A ready reference tool kit is now available for teachers to use with students with sensory processing challenges, to promote their participation in the classroom setting.
3. *Adaptable Café Model*: Rachel Tofler, Lily Shribman Dellmann, Katherine Ritson scoped the feasibility of establishing a café micro-enterprise in Mumbai, that employs people with disability. The outcome is a blueprint on how a successful café micro-enterprise can be operated, how to prepare the trainees for work in a commercial café setting, and how a mentorship model could operate and succeed.

Therapy Department – Colaba

At the Colaba centre, we have children and young adults between the ages of 2.5 years to 27 years. They have various medical/physical/psychological diagnosis including Cerebral Palsy, Developmental Delay, Down's Syndrome, Autism, Disorders of Sensory Processing, Intellectual Impairment, etc. The therapist is involved in designing an individually tailored rehabilitation programme, on the basis of a detailed evaluation in multiple domains (social, medical history,

physical, occupational, speech, educational and psychological), delivering the intervention, and conducting ongoing assessment to check on progress. The therapist also assists and guides during extracurricular activities such as sports and swimming. The main aim is to make the individuals as independent and functional as possible.

Beneficiaries also receive group and Activities of Daily Living (ADL) intervention sessions. Therapists regularly visit the classrooms and suggests furniture modifications to ensure good posture. The other important aspect of a therapist's intervention include parental counseling, provision of a home therapy programme and orthotic prescription as per need.



Learning to balance

Mentioned below are the details of each of these aspects:

Individual therapy sessions

A total of 323 sessions have been provided to 33 beneficiaries at the Colaba centre. This number also includes the Physio/Occupational therapy sessions provided to Outpatient Department (OPD) clients as well. Interventions to help with Sensory Processing are given to individuals with Autism and Sensory Processing Disorders and Neurodevelopment therapy interventions are provided to individuals with motor challenges. Therapy interventions focus on fine motor skills, gross motor skills, muscle flexibility via stretching, joint integrity via task oriented range of motion exercises, strength training exercises, exercises for balance and coordination and functional training. In addition, strategies to improve the cognitive-perception ability and attention span are also used.

Group therapy sessions and ADL training

57 group therapy sessions were carried out for 23 beneficiaries. The sessions are mainly targeted to improve the general fitness level of the beneficiaries via whole body aerobic exercises and also to develop skills such as, cooperation, competition, motivation, speed and agility. Functional activities are also done to improve activities of daily living.

Classroom intervention

35 sessions of classroom intervention have been carried out for the beneficiaries. This includes correction of posture. Strategies for improving attention span and feeding, as well as suggestions for modifications furniture and aids were shared with the staff.

6 beneficiaries were given aids and trained to use them.

Parent counseling and home programme

Parent counseling sessions were done for 5 beneficiaries. Counseling sessions included explaining the medical condition, the current status of their child and the ongoing management strategies. The parents were also sensitized regarding the Do's and Don'ts regarding their behavior, attitude and language towards their child with disability. They were also given medical advice. A programme was prescribed to be followed on a regular basis.

External consultation

An orthopedic camp was conducted at the Colaba Center by Dr. Taral Nagda. Dr. Jaideep

Dhamele, and his team evaluated 14 beneficiaries prior to the camp, to assess their gross motor and fine motor functions and their independence in their activities of daily living. The team, along with the therapists at ADAPT, conducted comprehensive assessments of the musculoskeletal system and the assistive aids being used by the trainees. The goals of management were revised. The orthotist visited the Colaba centre for children who require new/modified splints. The camp was an initiative to address the functional difficulties faced by our beneficiaries, due to their orthopedic challenges and served as a great learning experience for our therapy department and other staff.

Therapy Department – Chembur

The Assessment and Therapy department at ADAPT's Skill Development Centre (SDC) provides a variety of specialized assessment and intervention services to trainees with complex disabilities. The aim is to make the trainees independent. The focus of the intervention is to work on gross and fine motor skills, and also to assess muscle and joint function, mobility, strength, muscle tone and endurance. Oral motor skills such as feeding and talking, posture and balance and the status of the cardio respiratory system are also addressed.

The therapists assist the trainer and the parents to understand participation challenges and tailor the intervention accordingly. Therapists also monitor the proper use of mobility aids, positioning devices and braces.

Treatment is goal oriented and based on functional tasks. The approaches used include special techniques like Motor Learning Approaches, Neurodevelopment Therapy (NDT), Sensory Processing Approaches and Proprioceptive Neuromuscular Facilitation (PNF). Our aim is to make every individual trainee functionally independent, to improve their quality of life and integrate them in society.

Assessment

A Comprehensive Assessment Unit has been set up at SDC this year with the aim of evaluating and guiding people with multiple disabilities for Vocational Training.

Individual Therapy

Students who need one-on-one therapy sessions were identified and accordingly provided individual therapy for optimal results. 23 beneficiaries at the Chembur Centre received a total number of 340 individual therapy sessions. Trainees were initially assessed to identify their functional impairments, and relate it to their potential for activities for vocational training. The sessions focused on maintaining postural alignment and the integrity of joints and muscles, balance training, agility and endurance training, improving coordination and fine motor skills. Re-evaluation of trainees helped to monitor progress made and change the goals if required.



Individual therapy

Group Therapy

These sessions help the trainee to initiate peer interaction, teach skills of working in a team, and improve language skills, negotiating and problem solving skills. 40 beneficiaries benefitted through 220 sessions of group therapy interventions resulting in better functional, social and emotional development.



Learning together

Interventions in Vocational Activities

Difficulties faced by trainees during vocational activities were addressed. The therapists assessed the trainee's posture, quality of activities performed at the work station and interacted with the trainer regularly, to document the difficulty faced by each trainee, and provided guidance on modifications to improve their productivity/functionality. 18 interventions were conducted during this reporting period.

All the above mentioned therapy strategies aim toward achieving the trainees optimal performance.

Department of Speech Therapy

Speech therapy is an intervention service that focuses on improving speech clarity and projection, articulation of speech, voice, fluency and language. The use of language is addressed through spoken, written, pictorial, body, and sign forms through alternative communication systems. It also focuses on higher language skills and pragmatic skills.

There are various therapeutic approaches for speech and language intervention. Informal reading and writing evaluation is also carried out. Depending on the assessment results, a therapy plan is formulated for each individual.

In the year 2017-2018, the Speech Therapy department conducted Speech & Language assessments for the beneficiaries from all the centers of ADAPT (Bandra, Colaba & Dharavi) as well as for outpatients.

The Department also provides support to parents and staff. Parents are given guidance on how to promote speech or oral communication for their child at home, along with strategies to promote good feeding practices. Staff is guided on feeding strategies for those children facing challenges in feeding. This is done after conducting feeding assessments. Parents and staff were also guided for oral motor therapy, to facilitate sensory awareness and control drooling.



Guiding parents

Bandra Center

249 speech therapy sessions were taken for 32 students through the year. Group therapy sessions were carried out to develop social skills and communication. 6 group therapy sessions were conducted through the year, which supported 8 students.

Alternative Augmentative Communication (AAC) was introduced to the children who are non-verbal or have unintelligible speech. Various communication boards were used to train the children to express themselves. Five students were guided in working with AAC through teacher and parent guidance.

Classroom interventions were carried out to guide the teachers regarding the child's speech and language difficulty and feeding patterns. 13 classroom interventions were conducted through the year.

Parent counseling was carried out to guide & encourage the parents to provide adequate speech & language stimulation at home.

Out Patients were also provided treatment. 30 new assessments were done and 10 clients were provided one on one intervention. A total of 136 sessions were provided to the OPD clients.

Dharavi Center

The Karuna Sadan Center in Daravi has children in the age group of 3.5 to 5.5 years. 5 children from Karuna Sadan were assessed and programmes suggested to the staff and parents who were counseled on management at home

Colaba Center

Assessments were done for 13 students and guidance was provided.

Training support

The speech therapist also lectured on speech, language and communication disorders on all the training programmes conducted by ADAPT.

Skills Development Center, Chembur

This year 21 new assessments have been done. Long term and short term goals plans were formulated, and revised every three months after re-evaluation of the trainees. A new assessment proforma covering all aspects of speech and language has been developed for our trainees.

Monthly meetings were held with parents, to discuss goals and progress of the trainees. 12 meetings with parents were held through the year. In addition, monthly discussions with other professionals and teachers were carried out to discuss each trainee's strength, weakness and progress.

214 individual sessions and 15 group therapy sessions were carried out. The latter were to improve speaking skills in a group and build confidence levels.

Department of Psychology

The main objective of Department of Psychotherapy and Counselling is to enhance the emotional development of the students and trainees, so as to help them to enhance their self-

concept and interpersonal skills. This helps in their work preparedness and social skills, and in some cases, in anger management.

The therapy sessions focused on the use of Behavioral and Cognitive Therapy. The following areas were focused during the sessions: management of anxiety and stress, issues with low self-esteem, anti-social behavior, social isolation, increasing of span of attention and overall social behaviours.

The therapeutic techniques largely used were *Applied Behavior Analysis (ABA)* and *Arts Based Therapy (ABT)*.

Applied Behavior Analysis (ABA)

Applied Behavior Analysis is the scientific study of behaviour, in which the application of the principles of learning and motivation are used to help the clients find the solution to challenges that impact social functioning.

Arts Based Therapy (ABT)

ABT is the evidenced based use of Art forms to facilitate healing, and to accomplish individualized goals. Dr. Vatsal from the Mind and Arts Institute volunteered to conduct ABT at the ADAPT Colaba centre. Trainees with Special Needs or At Risk, (Learning Disabilities, Autism Spectrum Disorder, Behaviour problems, Personality Disorders.) were selected. They were made to do various activities such as playing rhythmic music on the different kinds of drums, freehand painting.

Psychological interventions were conducted by the Department of Psychology through individual sessions, group sessions and classroom interventions. Parent counselling sessions and sessions for the OPD clients were also undertaken.

The table below shows the number of sessions at all 3 centers:

<i>Session type</i>	<i>Bandra</i>	<i>Colaba</i>	<i>SDC</i>	<i>Total</i>
<i>Individual sessions</i>	30	35	39	74
<i>Group sessions</i>	*	05	09	14
<i>Parent sessions</i>	*	12	15	27
<i>OPD cases</i>	*	19	*	19

Individual sessions

As part of the individual sessions, the Clinical Psychologist conducted Psychometric Assessments and / or counselling sessions with the trainees and the parents, with the aim to understand the nature of their challenges. Tailor made interventions were then planned for each trainee. The needs of the child, student or trainee in the context of his/her family, school, peer groups, culture and society as a whole were kept in mind when planning intervention techniques.



Psychometric testing

Group sessions: In Colaba, the group sessions were based on following: following of group rules, enhancing communication skills, facilitation and enhancing of eye contact during

conversations, understanding of verbal and nonverbal behaviour and cues, methods to initiate conversations, managing of unhealthy emotions like anger etc. and managing peer conflict.

Social skills training with respect to non-verbal communication appropriate behaviours in social settings, physical boundaries were addressed. The focus was also on employment, hence enhancing their analytical and reasoning skills, identifying barriers pertaining to employment were addressed with the trainees and parents.

At the Bandra Center, group interventions were given to 30 students and included teaching of work etiquettes and soft skills. Organizational norms and rules to be adhered at the workplace were also taught. A 'buddy system' for commuting to work was experimented with. Feedback was discussed with the concerned staff.

Similarly, at the Skills Development Center (SDC), the methodology of intervention used was through a group. A majority of the trainees at the Skills Development Center are adults who are being trained in work related areas, so the aim was to enhance their social skills. They were also provided group interventions to encourage them to actively express their feelings and manage their emotions. Confidence building activities were also conducted to enhance their self-esteem.

Classroom Intervention: Classroom interventions focused on behavior management. The aim was to identify unacceptable and problematic behaviours which disrupt activities. Strategies and follow up activities were planned to help trainees manage these behaviours in class.

Parent Counseling: Parent counseling sessions were organized to help parents understand the challenges faced by their children. The psychologist explained the techniques to enable them to manage their children at home. During the counseling sessions, the role of father and the need for the use of de-stressing techniques for the prime caregiver, which was usually the mother was stressed upon.

Department of Social Work

The Social Work Department is the central cell coordinating the activities of the centers. The social worker acts as a liaison between parents and the organization, and helps coordinate the assessments of new beneficiaries by the senior team, for admission to ADAPT, or for treatment by the therapy department.

Several activities fell under the purview of the Department of Social Work:

- The Out-Patient Department (OPD): This year 29 new children visited the OPD at the Colaba Center. Social profiles were created and forwarded for therapy and educational assessments. This was followed by a case conference with the team consisting of the Director, the Education Coordinator, the Special Educator, the Physiotherapist and the Social Worker, to discuss the most appropriate programme for the beneficiary.
- The social worker was also responsible for conducting home and community visits with the purpose of following up on beneficiaries who are irregular, and to meet up

with adults with disability, to learn about their issues and challenges, and to provide solutions. 18 home visits were done.

- The social worker networked with the Y.M.C.A. for swimming sessions for students attending the Colaba Center.
- Other activities conducted for parents included:
 - Guiding the parents on the process of procuring Aadhaar Cards.
 - Networking with JJ Municipal Hospital for procuring and renewing disability certificates under the new Right of Persons with Disability Law.
 - A camp was held for procuring of new certificates at the JJ Hospital. 3 beneficiaries obtained the certificates.
 - Networking with the Nair Municipal Hospital for conducting mandatory assessments needed for procuring disability certificates. 13 beneficiaries obtained their certificates.
 - 4 parent meetings were conducted.

The social worker also coordinated the college volunteering project leading to students from HR College and St. Xaviers College volunteering through the year. Special Olympics were conducted with the help of Lions Club.

Adult Services: Skills Development Centre

The focus at the Skills Development Centre (SDC) is to train young adults in skills that will help them in job placements in the future. This includes self-employment, cooperative employment, sheltered employment and open employment. Trainees are placed in each of these categories depending upon their strengths and their financial backgrounds.

The vision of Dr. Alur of Selective Training and Selective Placements saw a large number of our trainees learning new skills and moving towards greater independence.

48 trainees were enrolled in different skills programmes. Prior to enrolment in the particular group, detailed assessments of their strengths were done in partnership with their parents by several professionals such as the social worker, special educator, the psychologist, occupational therapist and physiotherapist. We had 22 trainees in the vocational group, 15 in the pre intern group and 11 in the intern group.

The 48 trainees were trained across skills such as basic computer education, tailoring, textiles (block printing and tie and dye), ceramics, telephone operating, housekeeping, catering, automobile repairing, office skills and carpentry. All the trainees also received training in soft skills.

Through the year, in addition to functional academics and vocational skill training our trainees participated in several in-house and external extracurricular activities like dance, yoga, music and outings such as picnics and movies. They also participated in several sports events like the Mumbai Marathon, Pinkathon, Special Olympics and our in-house Sports Day.



Learning on the Potter's wheel

Details of some of the activities are given below:

Raksha Bandhan & Gokul Ashthami

The month of August saw celebrations for Raksha Bandhan and Gokul Ashthami. Few of our trainees spoke about their relationship with their siblings. A documentary was shown to the trainees on the Raksha Bandhan festival. Gokul Ashtahmi and its relevance of good triumphing over evil was explained to the trainees and a Dahi Handi celebration was done.

Independence Day

Independence Day was celebrated. Swami Mounananda and Mrs. Varsha Hooja were the Chief Guests for this function. Mrs. Varsha Hooja conveyed the message sent by the Chairperson Dr. Alur and Babaji shared the mantra of 'Live with Pride' with all those present. This was followed by performances by the trainees. The event was attended by the trainees, the staff and students of Kotak Education Trust, parents of trainees and staff of SDC.

Ganesh Chaturthi

Lord Ganesha visited our Centre from 29th August to 2nd September 2017. The 'Sthapana' was done by Pandit Joshi and Swami Mounananda with staff members. Prayers were performed every day. On the last day, our trainees, staff and Swami Mounananda immersed the idol.

Dussehra

Dussehra was celebrated with all the trainees from SDC and Bandra who danced to the rhythm of Dandiya beats. Volunteers, staff and trainees of Kotak Educational Trust supported the participation of every trainee. Some of the trainees and staff visited the Durga Pooja pandal.

Diwali

Trainees celebrated Diwali on 12th October 2017. Our trainers discussed the importance of Diwali celebrations. A sumptuous lunch was prepared in the Mother Kitchen for trainees and staff. Trainees prepared the rangoli, lighted Diyas and prayed to Lord Ganesha and Goddess Lakshmi for peace and prosperity.

Sports Day

The annual Sports Day was held on 2nd February 2018 at AFAC English School & Junior College, Chembur. The Chief Guest and Guest of Honour for the event were Ms. Shetal Sashikant Raote, Ex Principal of AFAC School and Mr. Jitendra Mandlecha, General Secretary and Trustee of AFAC English School & Junior College. The event began with our National Anthem followed by the welcome address and the Sports Oath taken by Colonel Dhanraj. This was followed by a March Past of the trainees along with staff members.



Getting ready for the race

Races included the lemon & spoon race, 100 meters running race, Swachh Bharat Abhiyaan race for trainees using wheel chairs and the Make Up Run. There were events for staff and

parents too and the winners were awarded medals.

Chembur Festival

The prestigious Chembur Festival was organized by the ‘Safal Group’ and held on 17th February 2018. 10 trainees, 6 staff and 3 volunteers participated in the mini marathon which was from Diamond Gardens to the Ambedkar Garden. This event was extensively covered by the media.



Participating in the Chembur Festival

Holi Celebrations

The festival of Holi was enjoyed by our trainees, who along with the trainees from the Kotak Education Foundation, parents and staff, performed a pooja followed by using dry eco-friendly colours on each other.

HPCL drawing competitions

Every year HPCL conducts a drawing competition at all our centers where the trainees are encouraged to put down their ideas and choice of colours on paper. This event was held on 8th of March 2018 and 45 of the trainees participated. The theme was Women’s Day and prizes were awarded to the best three paintings.



Trainees put down their ideas

Womens’ Day

As part of the Womens’ Day celebration on 8th March, the women staff members at ADAPT and the Kotak Education Foundation were felicitated.

Every festival through the year such as Diwali, Christmas, Eid, Guru Nanak Jayanti etc. were celebrated with the participation of all the different stakeholders such as trainees, staff, parents, staff of the Kotak Education Trust, donors and other well-wishers.

Seminar on Inclusive Employment

This year, to celebrate World Disability Day, a seminar on Inclusive Employment was held at the Chembur Center. The aim of the seminar was to sensitize and create awareness on the area of employment for persons with disability within the Public and Corporate sector. It brought to the forefront the challenges faced by young adults with disability in procuring job placements. The Seminar began with Dr. Mithu Alur speaking about the barriers and challenges in Inclusive Employment in India and the need for a policy change in the Human Resource (HR) and Corporate Social Responsibility (CSR) policies. This introduction set the tone for the panel discussions that followed. The discussions included professionals from the disability sector and persons with disability, who had transcended barriers to become shining examples of successful professionals in their chosen fields. This was held under the aegis of the ADAPT–Citibank project and the objectives of the Project and the activities were shared along with the expected outcomes.



A panel discussion on Employment

Promoting employment opportunities within ADAPT

Young trainees who are not able to travel independently or undertake open employment, are placed within ADAPT under the Vocational Center or the Sheltered workshop till they are ready for open employment. The Vocational Center makes products such as rakhis, diyas, paper bags and wall hangings, which are marketed through various exhibitions held through the year. They also undertake job orders for packing and labeling.

This year the Skills Development Center has seen the successful placement of three of our trainees. We are very proud of you Mayur Sharma, Shahnavaz Quereshi and Vikram Barve.

Some Case Studies

Mayur Sharma

Mayur is a friendly 35 year old young man with mild intellectual impairment, living with his family in Chembur. He has an energetic, active and a friendly disposition. Mayur has been employed by a Citibank vendor, Nestien Shipment Management Services, from July 2017. Mayur's strength lies in his unabated energy to do physical work, and at this office his responsibility is to count and pack leaflets and promotion material of investment schemes and keep them ready for dispatch. He has also been trained to maintain a monthly stock of the material.



Mayur Sharma

Mayur is independent in his travel and is able to use private taxis independently. He is also able to communicate using a mobile phone.

Shahnavaz Quereshi

Shahnavaz is a 25 year old, hard working and quiet young man living in the suburbs of Kurla. He has mild intellectual impairment and has been raised by his mother. Shanavaz's strength lies in his commitment and sincerity to his work. He is employed as a Pantry boy since October 2017 with ISS Facility Management Services located at the Citibank Office in Goregaon, Mumbai. Shahnavaz has adapted to the new work environment with support from Citibank, the ISS team, ADAPT and his mother.



Shahnavaz at his workplace

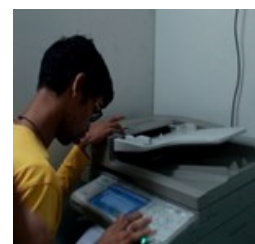
Continuous support by ADAPT staff in the form of counselling and having a senior staff as a mentor at the work place has helped to resolve initial issues. One of the staff members has become his buddy for travel and at work.

Feedback from the Citibank and the ISS office has been positive and very encouraging.

Vikram Barve

Vikram is soft spoken and very optimistic. He is 30 years old and has Diplegic Cerebral Palsy. Vikram travels independently and has good communication.

Vikram has been employed by Kotak Global Logistics Limited, Wadala in their photocopying department from February 1st 2018. Having previously worked with Bell Communications, BARC Complex for 3 years. He is able in handling all aspects of photocopying, lamination, scanning, binding etc.



Vikram at Kotak Global Logistics Limited

ADAPT and HPCL together make Corporate Social Responsibility a successful reality

HPCL, through its CSR policy, has supported ADAPT's mission to promote inclusion through education, therapy and skills development.

300 children with disabilities enrolled in the ADAPT centres receive services partly sponsored by HPCL. The project also includes activities to encourage parents to educate their children with disabilities, and encourage them to participate in co-curricular and extra-curricular activities.

Periodic formal assessments are carried out for our beneficiaries, however importance is also given to their daily interactions and performances. Various documentation and monitoring tools been developed over the years, based on our experience and research. They are used by a multidisciplinary team of professionals comprising of special educators, speech therapist, physiotherapists, occupational therapist, psychologist and social workers. Apart from the core team, we also have volunteers who assist in all departments.

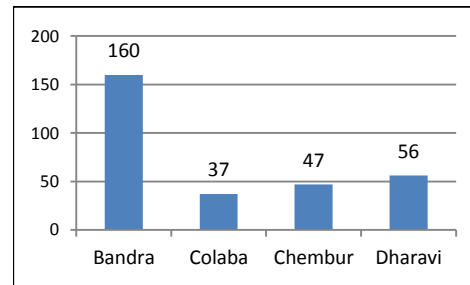
The main focus is on inclusion in a mainstream school. The process followed includes the preparation of beneficiaries and parents and sensitizing the Principal and staff of mainstream schools. An access audit is conducted of the mainstream school premises and modifications suggested to facilitate barriers free access. 25 beneficiaries were included this year.

The initial challenges faced by the parents as well as the schools have been addressed and the 25 beneficiaries have received good report cards.

HPCL has not only contributed significantly to the education of the disabled, but also supported the creation of better infrastructure for the beneficiaries. HPCL employees regularly participate in our programmes and their visits have built a bonding and personal rapport with the beneficiaries.

Swachh Bharat Abhiyan

HPCL held a rally to commemorate the Swachhata Pakhwada and our beneficiaries participated with vigour and enthusiasm. The part of the Swachh Bharat Abhiyan which found resonance in the curriculum developed by our Founder Chairperson, Dr. Mithu Alur. HPCL has been promoting the Swachh Bharat Campaign with the beneficiaries of ADAPT and we have joined them in events as well as had a Swachh Bharat painting competition. In December 2017, as a part of HPCL's Swachhata Pakhwada programme, each of ADAPT's centres came up with innovative activities based on the Swachhata theme.



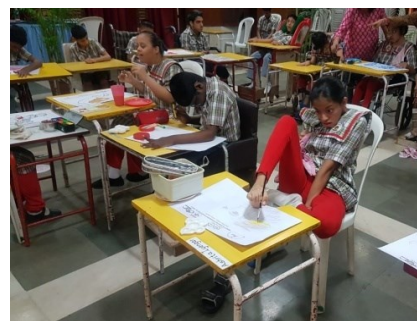
Beneficiaries across the centres



ADAPT participates in HPCL's Swachhata Bharat Abhiyan Rally

HPCL Painting Competition

Through the years the beneficiaries have been encouraged to express their talent through the medium of art and painting. The much awaited annual HPCL painting competition has eager participation from all the centres. We would like to acknowledge the recognition of their talents through the sponsorship for the art and craft materials, awards and a display of our beneficiaries work in HPCL offices.



HPCL Drawing Competition

This year two beneficiaries who were sent to mainstream schools three years ago from the Colaba centre appeared for the SSC exam and both have secured over 75%. The resource support provided to the beneficiaries in the mainstream schools was supported by HPCL.

ADAPT-Oracle Project

ADAPT has partnered with Oracle and Charity Aids Foundation to set up a unique project that powers three programmes.

1. The Centre for Digital Content Creation and Management called The Knowledge Management Centre, aims to be the enabler for inclusive education by providing training and access to knowledge to relevant institutions. This will catalyse and augment capacity building across India. The Knowledge Centre has developed content for dissemination, by using a harmonious combination of technology and the human touch which works on utilizing the knowledge in the area of disability gleaned over forty years. It intends to create content which is lucid, accessible and interactive, and disseminate this to relevant stakeholders through Distance Learning.

India is a large country and it is difficult for teachers from far flung corners of the country to attend courses and workshops due to the time, distance and cost involved. The Government of India's Right to Education Act, makes it mandatory for teachers at all levels to learn about disabilities and inclusive studies and hence this process of digitization of this first successful model of holistic intervention for children and people with disabilities becomes extremely important.

Digitizing the material available and imparting it online will impact the six million teachers that are trained by the National Council for Teacher Education.

The centre will be used to convert specific courses into audio-visual content with animation and illustrations to add to clarity and aid demonstration. Sub-titles and voice-overs will also help to increase the reach of the content all over India and even worldwide.

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

Work on the Knowledge Management Centre was begun with the compilation of best practices that have been implemented at the various centres of ADAPT and by digitizing the

resource materials, papers and documents available at ADAPT. We have 330 users comprising of staff, parents of trainees at our Bandra and Skill Development Centre (SDC) at Chembur, who currently have access to Knowledge Management Centre.

2. A Centre called The Mita Nundy Community Centre (MNCC) aims to provide opportunities for the elderly, their companions, adults with disabilities and their families to engage in activities that will boost their physical, emotional and mental well-being. The activities at MNCC go beyond rehabilitation, thus enhancing the quality of their life. Dr. Mithu Alur has dedicated this community centre to her sister, Mrs. Mita Nundy as a tribute to her spirit of service and commitment to society.

The Community Centre has carried out various events and programmes for its beneficiaries including computer training, dance, meditation, yoga, public talks and film shows.

A few of the activities conducted are listed below:

Art and dance sessions

Mrs. Salome Roy Kapur, a theatre actress and professional choreographer held dance sessions for senior citizens and adults with disabilities.

Meditation

Meditation is a regular activity under the MNCC. Weekly meditation sessions are held for the members, who have reported a reduction of stress.



A meditation session at the MNCC

Talent Fiesta

A Talent Fiesta Award was organised in collaboration with The Rotary Club of Deonar. This was held at ADAPT's Skill Development Centre Chembur, and provided a platform for adults with disabilities to showcase their talents through varied forms of art and movement.

Visit by CAF

Mr. Rakesh Goswami, Head, Finance & Operations, Charity Aid Foundation (CAF) India visited the ADAPT services and observed the meditation, computer training, dance, games and reading activities and met some of the beneficiaries.



Mr. Goswami visits ADAPT

ADAPT CITI Centre for Advanced Learning and Inclusive Employment

Hugh gaps exist in the employment of disabled people in India. According to the Census 2011, 1.34 crores persons with disabilities are in the employable age of 15 to 59 years.

One of the major gaps in the field of employment for disabled people is that disability has not been positioned within the CSR policy framework. The figure of disabled people unemployed and untrained is 2.68 crores (*The Scheme of Financial Assistance for Skill Training of*

Persons with Disabilities, Effective from 2015-16, Government of India).

The training being offered through various institutions lacks quality and there is very little involvement of the private sector in the skill training of Persons with Disability.

The need of the hour therefore is Quality Vocational Training with high employability in close partnership of the Private and Public Sector and NGOs in the training and placement process (Alur 2017).

So far governments have not been able to create equal opportunities for this group, although they have formulated it as a policy objective. Taking forward Dr. Alur's pioneering effort on Inclusive Education, ADAPT in partnership with Citibank commenced on a project of Inclusive Employment for Persons with Disabilities.

The objectives of the Project were:

- To develop context and individual specific models of vocational training.
- To do a need based analyses of Corporates and their needs.
- To strategize the skills that needed to be developed, to train and place trainees with disability, moving towards the development of employment.
- To document the challenges that impact the employment process of persons with disabilities.
- To provide appropriate training facilities, vocational guidance and counselling, with an innovative approach of selective training and selective placement.

As with all our work, this was tackled at three levels: micro (assessment and training); mezzo (examining the modifications that needed to be done for disabled people in their workplace in Companies, Public & Private Sectors and macro (working towards positioning disability in the CSR Policy of companies).

The following was carried out:

Surveys

A comprehensive survey of trainees, parents and staff was conducted on the barriers faced and accommodations needed by them in order to have sustainable employment. The assessment tool developed by the International Labour Organisation (ILO) was used by a group of specially trained ADAPT personnel for this intensive and extensive assessment. The analyses by an international expert provided deep insights into the various requirements that need to be processed for ensuring that the outcomes were as per the mandate. The report also identified functional difficulties and helped in identifying areas where youth with disability might find employment with appropriate adjustments and supports to accommodate their functional difficulties.

A socio demographic survey was carried out by an external agency, Karvy Insights. Companies which are functioning in close proximity of the trainees residences were surveyed, so that they do not have to travel for their jobs. The study provided valuable insights into the nature of employment available for PWD and the barriers existing in the system. We then begin interacting with the Companies, moving to work placement and employment.

Assessment

A functional and vocational skills assessment was carried out for all the trainees to determine their aptitude, abilities and strengths.

Training

Trainees were then provided training in the areas of Computers, Textile Designing and Tailoring. We now have well developed and upgraded Departments most suited for them for each of these aspects. In addition, inputs were also provided in soft skills and adult literacy

Advocacy

Interactions with government agencies, corporates, placement agencies and likeminded organizations is a continuous process. A Seminar on Inclusive Employment was held to commemorate the International Day of the Disabled on the 3rd of December 2018 to disseminate the lessons learnt through this project.

Progress and Achievements:

- The project has developed a blueprint on methods and procedures for carrying out assessments of trainees, parents and trainers.
- A vocational rehabilitation curriculum is now available that focuses on Numeracy, Literacy, Mathematics, Communication and Social Skills (as mandated by International Labor Organization).
- Modules of Training. building the capacity and empowering four groups of stakeholders (Trainees; Parents; Staff; Corporate) are available.
- Checklists, pre and post questionnaires and Assessment Tools are also available for dissemination.

The partnership between ADAPT and Citibank on the Inclusive Employment Project continues till August 2018. ADAPT will take the objectives further to ensure that Inclusive Employment of Persons With Disability gets embedded into the employment scenario in the country.

Training and Pedagogy: The Mithu Alur Centre for Inclusive Studies

Dr. Alur designed training courses at the national level to address the lack of qualified professionals in the field of multiple disabilities, and to build manpower and human resources, over four decades ago. These courses were conducted for teachers, community workers, parents and government officials, leading to a spread of services across the subcontinent. New training courses have since been introduced and 500 professionals have now been trained.

Training programmes for parents empowered them to take ownership for the inclusion of their children in regular schools and helped to make the system more cost effective. They became a critical cadre of people created within the community to push for inclusive education.

The Mithu Alur Centre for Inclusive Studies (MACIS) was launched to address diversity and inclusion and to promote innovative, interdisciplinary manpower training on disability, empowerment, gender, inequality, human rights and inclusion. This is done within the global context with a specific focus on urban and rural India. The training is targeted at policy makers, 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 and social workers. The MACIS also offers employment, offering empowerment courses for the corporate and public sectors.

Teaching strategies are interactive and participatory, and draw on over four decades of Dr. Alur and her team's experience at the macro, mezzo and micro levels, curating resource material that is comprehensive and on the cutting-edge of the latest trends in the field of disability studies.

The flagship course under MACIS is the Asia Pacific '*Community Initiatives in Inclusion*', a 14 week course in partnership with the Women's Council, U.K. This has trained over 387 Master Trainers from India, Bangladesh, Pakistan, Nepal, Mongolia, Indonesia, Vietnam, Cambodia, Sri Lanka, Tonga, Papua New Guinea, China, Tajikistan and Malaysia. These Master Trainers have returned to spread inclusive education in their respective countries.

Community Initiatives in Inclusion (CII)

The seventeenth Community Initiatives in Inclusion course commenced in January 2018. The course has been conceptualized by Dr. Mithu Alur Founder Chairperson, ADAPT (formerly The Spastics Society of India) and Course Director, CII, with initial support from the Institute for Global Health (IGH). It is sponsored by ADAPT and The Women's Council, UK and aims to train Master Trainers to run, plan, and train others to run community disability services within an inclusive framework. The course began in the year 2001 at the local level, expanded to the National level in 2002 and from 2003 onwards, has included participants from the Asia Pacific Region.

This year the course had seventeen participants from seven countries: Tajikistan, Bangladesh, Mongolia, Nepal, Maldives, The Tibetan Government in Exile and India. The participants were from various professional backgrounds such as therapists, educators, social workers, disability rights activists, volunteers, researchers, heads of schools and parents of children with disabilities. Two of the participants had disabilities.

This is the first time, that a participant, Asliya from Tajikistan attended the course with her son Aliamin who has cerebral palsy. Aliamin attended the services at ADAPT Bandra while Asliya attended the CII classes. By the end of the course, not only was Asliya empowered, but Aliamin also benefitted and he is now able to walk with the help of a walker and has become more social by interacting with his peers.

“Aliamin, who is four years old became an adjunct participant of the CII 2018 course.

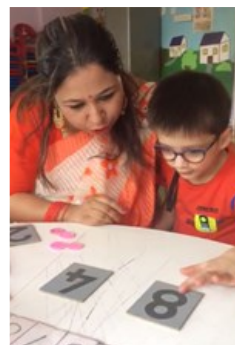
During the fourteen weeks in India, Aliamin has improved his social, emotional and communicational skills I am very thankful and grateful to all his teachers and therapists.

He has improved in his walking with the support of his walker. All the staff at ADAPT went out of their way to support me and Aliamin.

At the moment Aliamin is attending the Early Childhood Development (ECD) Center in our place with his twin brother. He is the first child in his class with physical disability and has made his ECD inclusive. Hopefully it will become much more inclusive in the near future so that we can help other parents to bring their children in this ECD.

Many thanks to ADAPT and The Womens' Council, U.K. for their outstanding work!!!"

- Asliya



Aliamin in class with his teacher Ms. Piyali

The course includes modules on Disability, Policy, Inclusion and Community. It is conducted in two phases. The first fourteen weeks consist of taught sessions, practical and field work in Mumbai. At the end of first phase, the participants submit a Culture and Context specific project developed under the guidance of Dr. Mithu Alur, on spreading Inclusion in their respective countries.



Dr. Alur discussing the importance of policy

The last three months is the implementation phase in the participants' own places of work.

The course was formally inaugurated by Dr. Mithu Alur, *Founder Chairperson & Course Director, CII*, Dr. Ketna Mehta, *Founder, Nina Foundation, Swami Mounananda, Honorary Advisor, Skills Development Centre & Faculty, CII*, Mr. Arup Patnaik, *Former Police Commissioner*, Mrs. Varsha Hooja, *CEO, ADAPT & Course Tutor, CII*, Mrs. Rekha Vijayakar, *Senior Director, School Services, Pedagogy, ADAPT*, Ms. Suneeta Rao, *Singer and Dancer* and Ms. Sangeeta Jagtiani-Vaswani, *Consultant Pedagogy and Training*.



Ms Ketna Mehta, with Ms Sunita Rao, Mr Arup Patnaik, Mrs Vijaykar, Mrs. Jagtiani Vaswani and Dr Alur at the inauguration.

The curriculum was delivered through Interactive Teaching strategies. The participants also learnt through observation and interaction with the children/young adult with disabilities. A number of workshops were conducted to cover the syllabus of the four modules.

The course faculty comprises of Dr. Alur, her team and professionals from allied fields. Dr. Frances Moore, *Honorary Technical Advisor, Women's Council U.K* and Mr. Richard Reiser, *U.K.*, were our international experts on the course this year.



Ms. Malini Chib facilitates a workshop on the Social Model of Disability

Swami Mounananda began English speaking classes from the first month, to enable the

participants to improve their grasp of the language and present their action plans at the end of the course. A new activity introduced by Swami Mounananda this year was yoga sessions for the participants and some had become experts at the end of fourteen weeks.

Valedictory Function

Dr. Pratibha Jolly, *Principal, Miranda House, Delhi University*, Ms. Astrid Beseler, *Founder Fondation Audrey Jacob, Switzerland* and Ms. Youdon Aukatsang, *Member of Parliament, Tibetan Parliament in Exile, Director, Empowering the Vision* were the Chief Guests at the Valedictory Programme.

The participants were awarded certificates of attendance for the first phase of the CII course and their admission to the National and Asian Alliance for Inclusion, a body set up by Dr. Mithu Alur.

As the course completes its 17th year, it has been decided to extend the course beyond Mumbai. Hub centres will be set up in India, Nepal, Tajikistan, Sri Lanka, Mongolia, Bangladesh and for Tibetans in exile who can then conduct the courses at their local level, thus expanding its reach.

Meetings were held with some partner organisations to develop this next phase. Our partners, Dr. Pratibha Jolly, Ms. Astrid Beseler, Ms. Youdon Aukatsang, Mr. Suresh Mathew, *SAMA Nepal* and Dr. Mithu Alur, *Founder Chairperson, ADAPT* signed the Memorandum of Understanding (MOU). This will now be shared with other countries like Tajikistan, Sri Lanka, Bangladesh and Mongolia to set up hub services in these countries as well.

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

MACIS has this year provided training to teachers from the Government's Sarva Shiksha Abhiyan (SSA) and the Integrated Child Development Schemes (ICDS), which function under the Ministry of Human Resource Development and the Ministry of Women and Child Development respectively. We have also developed and facilitated needs based courses for parents and other professionals working in the field of disability, based on requests.

Short term Training Programmes

Workshop on Teaching Strategies for teachers of the Sarva Shiksha Abhiyan (SSA) programme

A two day training programme was conducted for the teachers of the government's SSA (Education for All) programme, with the aim of sharing remedial strategies to address learning challenges in Math, Reading and Language.

They were also guided in the development of Individualized Educational Plans and Individualized Developmental Plans (IEP/IDP) keeping in mind different learning styles. The



Expanding their knowledge with Swami Mounananda



Mrs. Rekha Vijaykar, Mrs. Astrid Beseler, Dr. Ms. Youdon Aukatsang, Dr. Frances Moore and Pratibha Jolly judging the presentations at the Valedictory

IEPs/IDPs focused on developing age appropriate sight reading skills, phonetic reading skills, organic reading skills, comprehension and spellings skills.

Awareness of Disability and Inclusion for NGO ARPAN

A workshop on Disability and Inclusion was conducted for 46 staff members of ARPAN, an NGO working on Child Rights and sexual abuse. The aims were to sensitize of the staff towards disability, and share special teaching strategies and lesson plans. These will be used by them to deliver sex education to children with disabilities enrolled at their centre.

Individualize Educational Plan (SSA)

Preparing Individualized Educational Plan's (IEP's) was the focus of this workshop conducted for teachers of the SSA programme by Mrs. Rekha Vijayakar, Senior School Director, ADAPT at the office of the Education Department, Dadar. 24 participants attended this programme.

A total of 246 participants have been trained and sensitized under the various training programmes held in the year 2017-2018.

Library & Media Resource Centre (LMRC)

'The worth of a book is to be measured by what you can carry away from it'
- James Bryce.

The Library and Media Resource Centers (LMRC) are specialized libraries at our Centres, created to meet the needs of ADAPT's staff, trainees, and external members. These comprise of parents, professionals, community workers, Corporates, NGOs, and others working in area of disability, inclusive education, and community development.

The library has a vast collection of 8500 books 1000 resource books for children, reports from ADAPT as well as other organizations, 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 LMRC at ADAPT's Colaba, Bandra and Chembur Centres have been designed to provide easy access to wheelchair users, enabling them to use the latest technologies. A Wi fi network and a desktop with internet connection have been installed for their use. The library has been upgraded and furnished.

ADAPT has, over the past years developed a systematic Library Archival section that archives all documents, film, footage, video clippings and photographs of the activities and important national and international events. Presently, the Archival Section has in its collection books, articles, booklets, research papers written from as early as the early 70's.

The collection of the library has been digitized, making it easier to locate a material.

The LMRC is a key referral resource for all the training programmes conducted by ADAPT and it supports its learners in carrying out their pursuits in the advancement of knowledge.

Services

Information dissemination is the key role of the LMRC, which it carries out through several methods, such as responding to queries over the phone and in person, sales and promotion of books and publications during events and exhibitions and managing the parent's initiative of the parent's corner and toy library. It also scans and disseminates newspaper clippings of relevant material. The main purpose in establishing ADAPT's library systems for the World Wide Web or the internet is to generate greater information dissemination.

E-Information Services: The Library provides information in the electronic form on several subjects including Disability, Education, Inclusion, Psychology, Child Development, Assessment & Counseling, Physiotherapy, Occupational & Speech Therapy, Community Based Inclusion, Research, Gender Issues and Legislation, Human Rights and Equal Opportunities.

Revenue Generation

Financing of Services

ADAPT focuses on customized quality level service delivery at the grassroots level. It has not only been a pioneer in showcasing a unique model of education and therapy under one roof, but also a torch bearer of key flagship projects in the disability sector which have revolutionised it completely. This has been a key driver in advocating and practicing inclusion across a large spectrum.

ADAPT has always advocated the rights model and firmly believes that the models it has showcased can only be sustained by embedding them within the existing government framework. The organisation has constantly endeavored to establish that service delivery cannot be successful in a vacuum if it is not supported by advocacy, sensitisation, training and research. This alone can provide the impetus to generate a momentum which will lead to empowering a community, which can take ownership of the disabled through a rights based approach. Ties forged in the early years with international organizations have become a platform to share and exchange ideas and absorb context-specific best practices in this journey of evolution.

Today the organisation has taken yet another leap by successfully completing a project whereby it has established a centre for advanced learning demonstrating mainstreaming of people with disabilities as an inclusive employment model. On another level, ADAPT is now creating a Knowledge Centre which captures the best practices evolved over four decades, and sharing this universally. This will be critical in building a cadre of resources to support inclusion at the most grassroots level within its macro level framework of promoting inclusion.

Thus, financing of current services on one hand, and the need to finance new initiatives to promote its ideology on a macro level go hand in hand, and continue to be a trapeze walk

after more than four decades of contribution.

The organization has been founded on the ethos of ‘not for profit’, and continues to ensure that it has a ‘no fee’ policy extended to its beneficiaries. Families choose to make voluntary contributions by way of donations. 92% of the revenues come through mobilization of donor funds based on the key principals of sustainability, to bring together various stakeholders and assigning economic responsibility to them in a structured manner.

The seed of sustainability sown deeply has germinated across all services and departments making them responsible to raise 50% of their costs. Primarily these funds are raised through individual and service organization sponsorships and scholarships from interest yield on restricted Corpus Donations. In keeping with this philosophy, the services are encouraged to raise Corpus Donations.

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

Revenue generation at a macro level itself has undergone a metamorphic change in the last decade. The Amendment to the Companies Act 2013 has put Corporate Social Responsibility (CSR) in the forefront. Whilst on one hand it has created avenues for project-based fund-raising, on the other hand it has taken away the flexibility of unrestricted fund raising away from development sector organisations.

Organisations find it a challenge to meet their administrative expenses. These can only be absorbed by projects as per pre-defined standards or corporates leaving a large gap as organisations struggle to meet these critical expenses which keep the machinery well-oiled and functional.

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

Capturing the essence of 2017-18

The year 2017-18 has been a year of consolidation and strategizing for the future. Focus has been both on mobilising corpus as well as project driven funding initiatives.

Corpus Donations: ADAPT’s Corpus was initiated in 1972 and has been growing at a steady pace with support from national and international donors. An in-house committee of Trustees and Members of the Governing Body looks at investments which represent the Corpus to maximize yield at minimized risk. The funds fall within the category of restricted funds as the principal invested is encashable only on donor discretion. The yield from the Corpus is earmarked and utilized based on donor directions.

Ms. Bina Sareen inspired by Ms. Malini Chib's (Founder student and Trustee, ADAPT) book

One Little Finger has left in her legacy a Corpus donation to ADAPT. The first installment of the donation has been received in 2016-17 year and final installments have been received during 2017-18. The Corpus which is the single larger corpus donated by an individual presently, has been earmarked to set up the 'One Little Finger' department under the Bina Sareen 2014 Living Trust Fund.

Dr. Manek Bharucha, a leading psychotherapist and one time trustee of the organisation bequeathed a corpus donation to the organisation in his will. This corpus, created as Late Shri Manek Phiroze Eddie Bharucha fund earmarked for Staff Welfare as Dr. Bharucha stressed on staff welfare, and keeping them motivated and constantly building their capacities.

ADAPT thanks the Lutheran Church for creating ADAPT's first Corpus fund and for constantly building on it through their pre-condition of reinvesting 20% of the interest yield year on. This has been diligently carried on for 25 years, resulting in doubling the original corpus funding.

ADAPT also acknowledges Karita Foundation for building up a sponsorship corpus consistently over the last 12 years.

Sponsorships and earmarked funds: Consistent support and contributions of individuals and service organizations and Corporates go a long way in funding education, treatment, transport and other support costs of children with and without disability. This support is also extended to sponsorship and organization of festivals and events during the year. Whilst, we would love to acknowledge every donor individually, it is just not possible to do so. However, donor-wise contributions received during the year are reflected in the books of accounts.

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

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

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

The Women's Council U.K., ADAPT CII course: The partnership with The Women's Council U.K. of over a decade has seen the evolution of the CII programme from a Maharashtra based to a National based to an Asia Pacific Programme. The Womens' Council U.K., in partnership with ADAPT, runs a four-month programme to train Master Trainers in Community Initiatives in Inclusion. The Course, which was fully funded by The Women's Council, U.K., has been channelized onto the path of sustainability. Whilst the Council currently funds the core training costs which comprises of about 40% of the total costs, the

balance 60% are funded through beneficiary contribution, a special donation from the Women's Council and through ADAPT's fund-raising initiatives for this Course.

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

Oracle Mita Nundy Community Centre, Centre for Digital Content Creation & Management and Mithu Alur Foundation: Committed to innovation, leadership, and excellence, Oracle is known for its support of innovative projects. The Mita Nundy Community Centre was initiated with the support of Dr. Samiran Nundy, Chairperson of the Institutional Review Board. With the support of Oracle, it envisages providing opportunities for the elderly and their companions to engage in activities that will boost their physical, emotional and mental well-being. The aim of the Centre is to go beyond rehabilitation and promote the concept of wellness and well-being, thus enhancing their quality of life. The Knowledge Centre has undertaken the compiling, uploading and disseminating of various documents, speeches, academic material, and resource support to various users. The material uploaded has been made accessible to 333 users comprising of teacher trainees, Master Trainers, ADAPT staff, parents and others desiring information. A pilot online module was uploaded to learn of any challenges that this may pose. 12 short awareness generating films have been completed and will be disseminated. Activities under Mithu Alur Foundation (MAF) began in the year 2006 with a feasibility study to understand the needs of the population through a rural participatory approach. The Programme was a case of Research Study under ADAPT's 'Shiksha Sankalp Programme', under which the Inclusive Hub concept was introduced. It also introduced Skills Development programmes for youth with disabilities in a rural setting. Oracle has come forward to support this demonstration hub and skills development programme in the community.

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

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

Shard Cropchem has been instrumental in setting up the Therapy Programme and the Rehab Unit at the Skills Development Centre in Chembur and for supporting the programme in the

Dharavi community. It has been able to give therapy an impetus and increase the outreach of the programme.

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

Revenue Generation Initiatives:

ADAPT is on the threshold on re-strategising its fund raising initiatives and hence undertook the following fund raising programmes in 2017-18.

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

'I Can' Bazaar: This annual fund raising event is much sought after especially because it displays and sells beautifully crafted handmade products by ADAPT's trainees from various services at Colaba, Bandra, Chembur and Dharavi. These events create mainstream networks across different cross-sections of the community, besides being key planned revenue generation resources.

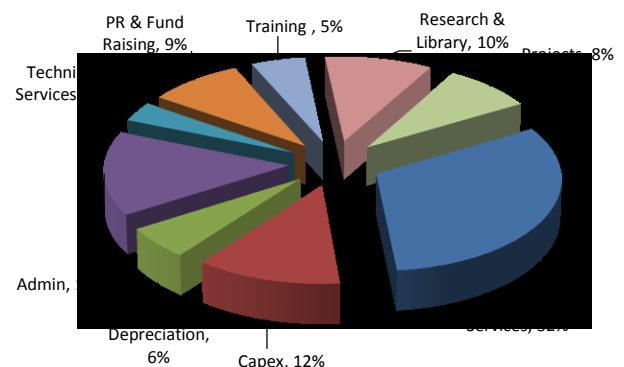
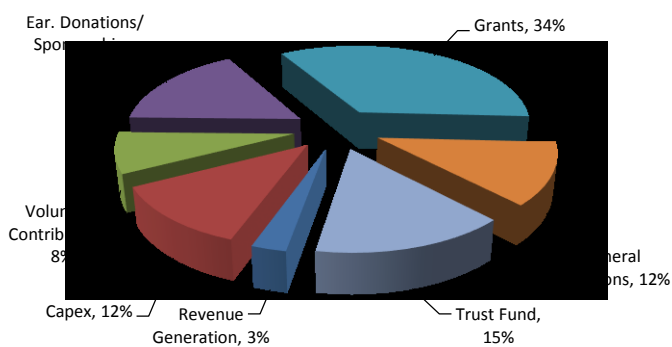
The corporate partnerships have also provided opportunities to hold exhibitions at their corporate and branch offices.

As the year ends and a new one rolls in, one thing is certain that ADAPT will focus on revising its strategy for mobilizing funds. The year ahead, 2018-19, will pose a new challenge whereby ADAPT will need to absorb costs of new projects within its own budgeting framework, where seed funds have been provided by corporate. ADAPT is confident to be able to take this new step forward to sustain these new flagship projects.

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

Sources of Funds: 769.49 Lakhs

Application of Funds: 795.74 Lakhs



Community Services

Our Community Services are based in the Annexe of the Sion Hospital called the Urban Health Centre in Dharavi. Our centre called Karuna Sadan, provides services to children in the age group of 3.5 to 5.5 years. All children in this age group are admitted irrespective of their religion, caste, gender, socio-economic status or disability. A special focus is given to the child with disability and the girl child.

The academic content has been developed based on a well-researched ecological inventory by Dr. Alur under the SSI/Unicef Project entitled, '*Inclusive Education Practice in Early Childhood in Mumbai*' and covers 10 critical areas of development applicable to preschool children.



The Anganwadi in Dharavi

Enrolments at the Karuna Sadan Center begin in June and continue till the middle of July every year as students from the previous year are encouraged to seek admission to mainstream public schools. In the year 2017-2018, 100 children were registered at Karuna Sadan out of which 18 were children with disability.

Nutrition forms a critical interventional component of the programme, as it plays an important role in brain development and learning in the early years.

Therapy services are provided to children with disability enrolled at Karuna Sadan. A therapy aide provides individualised therapy on a weekly basis and is guided by the professional therapists at ADAPT.

In the year 2017– 2018, eight children received a combination of Physiotherapy and Speech therapy, five children received Occupational therapy and Speech therapy, one child received only physiotherapy, and four children received only speech therapy.

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

Screening

- Four children were regularly followed up at the Neurology Clinic conducted by Pediatric Neurologist, Dr. Neelu Desai.
- Underweight children with disabilities were referred to the Nutrition Rehabilitation Research and Training Centre (NRRTC) for nutritional supplements.
- In partnership with the Indian Dietetics Association, data of height, weight, arm circumference, food habits etc. was collected for all 100 children enrolled at the Karuna Sadan Center. The aim was to study the nutritional status of families living in under

resourced settings. Based on the findings of the study, follow up interventional strategies will be planned along with the Nutrition and Dietetic Association.

Activities conducted through the year:

- Raksha Bandhan and Gokulasthmi were celebrated.
- On the occasion of Ganesh Chaturthi the children were taken to visit Ganapati pandals and learnt about Lord Ganesha.
- A Diwali party was organized on 13th October 2017 and Children's Day celebrated on 14th November 2017.
- In tune with the Prime Ministers 'Swachh Bharat Abhiyan', a 'Swachhta Pakhwada' programme was held by HPCL at Dharavi. Children from Karuna Sadan distributed badges and flyers with the message of 'Swachh Bharat' message along with a rose to the out patients at the Urban & Health Centre.
- Christmas was celebrated on 22nd December and the Inclusive Sports Day was held on 25th January 2018, where 70 children participated.
- Seven beneficiaries from the Dharavi hub along with three staff members participated in the Tata Mumbai Marathon on 21st Jan 2018.
- Holi was celebrated on the 1st of March and on 8th March a drawing competition was held by HPCL.



Children performing Arti at Ganesh pandal



Celebrating holi in the Anganwadi

Community sensitization and parents partnerships

- An orientation programme was organized on 20th June, which was attended by 70 parents.
- On 28th September 2017, along with the employees of HPCL, a street cleaning programme at Anna Nagar, Dharavi was organized. This was attended by 30 employees from HPCL and 20 children from the Karuna Sadan Center, 5 parents, the Nagar Sevak of Dharavi and a few of the BMC workers.
- 3 parents also attended the Yoga workshop by Jo Manuel.
- SNTD University and The Department of Preventive and Social Medicine conducted several programmes on topics of Nutrition and Health & Hygiene through the year. 50 parents attended each of the programmes.

Community Hub

The Skills Development Centre at Chembur is a Community Hub, offering services to the nearby community in collaboration with numerous like-minded organizations. The following are some of the activities that takes place at our centre:

Computers: Underprivileged youth from the nearby community are taught basic and advanced computer skills.

Yoga sessions with the Dhyana Sadhna Kendra: Yoga is taught from 6 am to people across the ages from children to seniorcitizens.

Activities for Senior Citizens: Dignity Foundation offers opportunities for socialization, indoor games, debates in the evenings.

Elves Club: These are extracurricular activities for toddlers to promote socialization and independence.

Takewando: Classes are held for the age group 10 years and above. Special focus is on self-defense for girls.

Dance: Regular classes by a choreographer offer opportunities for exercise and enjoyment and these are frequented by senior citizens as well.

Prayer meetings and meditations: These are held by three church groups: Elshaddin Grace Ministries; New Life Fellowships and Faith of Life.

The Mithu Alur Foundation

The Mithu Alur Foundation aims to work to strengthen existing services, programmes and infrastructure facilities to ensure that all marginalized sections are part of inclusive development programmes.

Resource Hubs at Pelhar and Dharavi serve as support and guidance centers for children with disability and the mainstream schools into which the children are admitted. Parents are supported in their quest for admission into neighbourhood mainstream schools. In 2017-18, 82 children without disability and 3 with disability were admitted to mainstream schools. Five children with disabilities were referred to special schools in view of their greater need for special support.

The Hubs at Dharavi and Pelhar support children with disabilities. Older children with disability, who have had no access to educational services, or who, due to severe challenges are unable to attend mainstream schools, are supported through home based services. The children enrolled in mainstream schools are also supported within their respective schools.

The Hub at Karuna Sadan provided support to 65 beneficiaries who were registered under it. 40 were provided direct interventions and 25 were monitored regularly for their progress. This year, 10 schools have been visited on a weekly basis in Dharavi. Networking with the local officials is maintained to ensure that support to students with disabilities enrolled in mainstream schools continues to be provided.

The Pelhar Hub is supported by the staff at Karuna Sadan who visit Pelhar once a fortnight to provide resource support. 20 students are registered under the Pelhar Hub of which 10 receive weekly interventions. 5 of these are school based interventions and five home based. The parents of children with disability are trained to carry on the therapy and remediation at home.

Activities conducted under the MAF in the year 2017-18

- Two sessions on Positive Parenting were conducted by Mrs. Sneha Gangan for parents of the Karuna Sadan Center. A total of 80 parents attended both the sessions.



Parents attending a talk on importance of health

- Dr. Thirath Singh and his team of doctors conducted a talk on causes and prevention of disease for the mothers of young children using presentations, charts and audiovisuals. This was attended by 70 people.
- 10 parents of children attending the Karuna Sadan Center attended the programme of Mita Nundy Community Centre at Bandra.
- A session on Gender Awareness was attended by 60 parents.
- A sensitization programme on inclusion was held for 35 parents.

The ADAPT Rights Group (ARG)

The One Little Finger Department, previously known as The ADAPT Rights Group

The ADAPT Rights Group (ARG) was conceptualized and founded by Miss. Malini Chib, author, international activist for the rights of the disabled and Trustee, ADAPT. It functions under the aegis of ADAPT. The ARG is now The One Little Finger Department, a platform for people who advocate for the transition of the environment and society to become barrier-free and accessible for all persons. It works at raising awareness on the rights of persons with disabilities, and aims at forming a strong and effective network of professional and self-driven people for this purpose.

All over the world, Disabled People's Organizations (DPOs) are primarily made up of groups of disabled persons. Carrying forth the parent organisation's commitment to inclusion, Malini believes that both 'able' and 'disabled' should work together to form an inclusive society where *all* are welcomed and included. Malini and her team of activists strongly condemn the segregation of disabled persons in ghettoized organizations, made up of only the disabled. This attitude is yet another expression of exclusion that further hinders the creation of a truly inclusive society.

From its inception, the central message of the department has been 'Nothing about Us without Us'. We recognize that without a wide collective recognition of people with disability, and an acknowledgement of their human rights, there will be no public and political will or lobby for change.

The One Little Finger Department works towards removing barriers that prevent disabled individuals from being active participants in everyday life by:

- Providing a forum for sharing information and resources.
- Advocating and lobbying for issues and concerns of people with disabilities.
- Organizing seminars, workshops and social events for the disabled.
- Raising awareness and providing community education on disability issues.
- Networking with individuals and other NGOs to achieve common goals.
- Working to bring about changes in the attitude of society towards people with disability, through dissemination of information via print, electronic media and public events.

Over the years, many public spaces like government and legal institutions, private enterprises and public utility services have been made accessible through access audits and advocacy efforts.

Tata Mumbai Marathon “Champions with Disability”

One of the most prominent and significant impacts of The One Little Finger Department’s efforts is the addition of the ‘Champions with Disability’ race in the Mumbai Marathon. In the year 2017-18, ADAPT was not only a participant, but the official provider of the Champions with Disability race. The One Little Finger Department, under the leadership of Shobha Sachdev, also a parent of a disabled person coordinated with partner NGOs and networked to increase the number of participants for the marathon. ADAPT assisted in the organization of the event. The Department organized a collective meeting of all participating NGOs along with officials of Procam to prepare them for the Marathon and played a key role in organizing refreshment and entertainment activities in the holding area and assisted in organizing the transport to and from the venue.



The ADAPT & HPCL team at the Marathon

Dr. Mithu Alur, Founder Chairperson, ADAPT and Mr. Mukesh Surana, Chairperson and Managing Director, HPCL, flagged off the Champions with Disability Race, which for the first time in history of the Mumbai Marathon exceeded 1500 participants.

The ADAPT team was, as in the previous years, assisted by our corporate partners, HPCL.

Awards

We are proud to share that Ms. Malini Chib, Founder Chair of the ‘One Little Finger Department’, has been recognized and acclaimed by the Cerebral Palsy Alliance, Australia for her work as a disability activist, for which she received the first Global Cerebral Palsy Day Award on the occasion of World Cerebral Palsy Day. ADAPT.

Public Conference

Ms. Malini Chib was invited by University of Delhi, in her role as an acclaimed writer, to speak at an International Conference on “Interrogating Disability Studies: Literature, Culture, and Performance”. Ms. Chib spoke in a panel titled “Encounter with the Writers”, along with other eminent writers like Ms. Kuli Kohli and Dr. Jyothsna Phanija.

Lawyers’ Collective

Employment is considered out of reach of people with disabilities by the economic sector. The belief that people with disabilities are ‘incapable’ and less productive, has prevented the State from making any architectural modifications that would allow ease of travel for people who use assistive devices for movement. Roads, public as well as private vehicles, are not accessible for people with disabilities. This leads to them being shunned and invisible. Ms. Chib organized a meeting with established lawyers and advocates to understand and tackle the issue of inaccessible public transport. The plan of action included communicating with the RTO to understand why vehicle modifications are not permitted for licensed vehicles, when it is mandated in the RPWD act, 2016 that vehicles can and should be modified to suit the needs and accommodate a person with a disability.

Empowerment and Training on the Social Model of Disability

Ms. Malini Chib and Mr. Richard Rieser, Managing Director, World of Inclusion Ltd. & Consultant, Inclusive Education and Disability Equality, U.K. conducted an Empowerment Training workshop under the aegis of the One Little Finger Department. The workshop centred around understanding the Social Model of Disability and included staff members of ADAPT.



*Mr. Rieser, Ms. Chib and Mrs. Hooja
facilitating a session*

The focus was on autonomy and dignity, and brought up the need to critically analyse how disability is more about society's incapacity to be flexible and accommodating, shifting focus from people with disability being seen as a problem.

The One Little Finger Department now plans to hold empowerment courses and webinars to further spread awareness and advocate for the rights of persons with disability.

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. We use various methods, demonstration of services, capacity building, pedagogy and manpower training, reformative changes on a national level in areas of Legislation, Policy and most importantly, creation of a Disabled People's Rights movement to do this. Our main aim is to raise the quality of life for nearly 100 million people depoliticized with no constituency, rendered voiceless, lost in a desert of political apathy and indifference (Mithu Alur).

Macro level social work impacts wider communities and the larger society while also having a profound effect on the direction in which grassroots initiatives are headed. The projects undertaken by ADAPT are far reaching, the ethos of which are informed by direct engagement with each individual member of the community. A direct need for progress in any area is reflected in the policies that emerge to fulfill the same identified needs, and the correlation between individual and macro levels forms a dynamic pattern of growth in every organization.

The highlights of the macro level work this year included:

Research

Impact of Yoga

As reported in the earlier Annual Report, a research study on the impact of Yoga on breathing patterns and psychosocial variables in adolescents with Cerebral Palsy was initiated by Dr. Alur and Ms. Jyoti Jo Manuel, Founder Special Yoga Ltd U.K. This was carried out this year by Ms. Katherine Sneyd supported by Dr. Shabnam Rangwala.

The majority of available yoga studies have been conducted with adults and studies to evaluate the potential benefits of yoga with children and adolescents are limited. This study measured the effects of yoga on vital capacity and breathing patterns; posture and stress and was carried on out 10 adolescents with Cerebral Palsy in the age group of 18 – 35years.

A two day workshop was held by Ms. Jyoti Manuel, specialized yoga instructor with experience of working with children with special needs for the sample and their parents. The parents also underwent yoga training for themselves and provide d the programme to their children over and above the weekly interventions under the study.

Pre and post intervention assessments were conducted after the intervention phase. The study has been completed and will be presented to the Institutional Review Board.

Nutrition Study

We partnered with Ms. Naaznin Husein, Founder, Freedom Lifestyle and Wellness Management and the Nirmala Niketan College of Home Science on a prestigious worldwide project called Hunger Free Communities in collaboration with the Academy of Nutrition and Dietetics, USA.

120 children at our community centre Karuna Sadan in Dharavi were assessed on their nutrition, body composition and anthropometry and a survey was undertaken to record the socio economic status and diet of the beneficiaries. The mother's nutritional status and body composition was also surveyed.

The educational background of the parents, mother's nutritional status and child's hierarchy within the family, was correlated to the choice of foods. Sensitisation programmes were held for parents, and gave dietary advice. Workshops were held on healthy low-cost food, that is locally available and can be integrated into their diets to address the deficits of micro nutrients found during the study.

Expansion of Services: Satellite Hubs

The Community Initiatives in Inclusion (CII) Course has spread the message of inclusion to over 20 countries through the Master Trainers who have been trained.

The next phase has been the introduction of Satellite Hubs in countries that have sent large numbers of participants. Four organisations in four countries have been contacted and have agreed to partner: Tajikistan; Bangladesh; Nepal; and Sri Lanka. Ms. Yondon Aukatsang, representing Empowering the Vision, who have deputed many participants from the Tibetan Community in exile, Dr. Pratibha Jolly, representing Miranda House, Delhi University, are our other partners. The Hubs will coordinate training programmes in their countries for those who cannot attend the one in Mumbai; screen and support the Master Trainers trained through the CII course, and build a critical mass needed to promote and support inclusion in their respective countries.

International Inputs

As in the previous years, Dr. Alur has explored new collaboration with International Partners.

- The Women's Council, U.K partners ADAPT in the Asia Pacific Course, Community Initiatives in Inclusion and Dr. Alur met with Lady Doris Butterworth, President,

Women's Council, U.K. Dr. Frances Moore, Technical Advisor and Mrs. Antonia Derry, Trustee for the Annual Review and debrief of the course which also plans new inputs to the course.

- Mr. Ninian Perry, Creative Director, Paragon Ensemble, Scotland and Dr. Alur discussed the possibility of holding music therapy workshops at ADAPT. Mr. Perry has earlier held workshops at ADAPT culminating in inclusive performances by the children and young adults. These have been greatly appreciated and this was sought to be continued.
- Dr. Alur, Ms. Malini Chib and Ms. Sujata Verma met with Mr. Richard Rieser, Managing Director, World of Inclusion to discuss new collaborations in the area of inclusive education. A Demonstration Inclusive Centre with high quality education was discussed to be set up in partnership with a mainstream school. Mr. Rieser suggested the names of inclusive schools in London who could be approached. An international partner is being investigated by Dr. Alur and Malini Chib.
- Dr. Alur invited Mr. Rieser to conduct sessions for various training courses under the Mithu Alur Centre for Inclusive Studies. Subsequently, Mr. Rieser and Ms. Chib jointly facilitated the Empowerment workshops in Mumbai for staff, teachers of the Government ICDS and SSA programmes and the participants of the Community Initiatives in Inclusion Course.
- Dr. Alur has initiated conversations with Professor Richard Rose of Northampton University and Lady Doris Butterworth of Warwick University to offer courses in inclusion.
- Work with parents of children and adults with disabilities is a significant aspect of our work. Ms. Chib and Ms. Verma connected with Ms. Tara Flood, disability rights activist and Director at the Alliance for Inclusive Education to explore new initiatives in this area.

Cognitive Testing for the ILO

Mr. Sathi Alur, Lead Consultant on Mapping for the World Bank, had earlier lead two cognitive testing exercises where ADAPT staff had been trained to cognitively test survey questionnaires.

The prime purpose of cognitive testing is to investigate how well the respondents understand the questions, and if they can provide accurate answers. Questions that are misunderstood by respondents or are difficult to answer can be improved prior to fielding the survey, thereby increasing the overall quality of survey data.



An Interview in progress

The International Labor Organization (ILO) contracted Mr. Sathi Alur to lead the ADAPT team to conduct cognitive interviews in Mumbai with guidance from the National Center for Health Statistics Collaborative Center for Questionnaire Design and Evaluation Research (CCQDER), USA Washington. This was for a survey of the labour force and included people with and without disability, focusing on barriers faced by people with disability, and the accommodations that

would be needed at the workplace, as well as attitudes of both employers and co-workers.

The analysis of the data resulted in several recommendations for alterations which are now

being considered for further cognitive testing.

Our Partnerships

ADAPT has had stalwart partnerships supporting Dr Alur's mission and vision. The Women's Council, U.K. has been partnering with us on the Asia Pacific Community Initiatives in Inclusion Course that has trained almost 400 Master Trainers for 18 years.

HPCL partners with ADAPT to empower 300 children through inclusive education, therapy, skills development and community sensitization.

The ADAPT-Citibank partnership is working at fostering an environment of inclusive employment through skills development and corporate sensitization.

Oracle through the Charities Aid Foundation supports ADAPT in the journey of making knowledge accessible and improving the quality of life of people with disabilities and the elderly.

These are reported individually in this Annual Report.

Visitors

We have always promoted collaborations and partnerships that help galvanise efforts aimed at inclusion in every sphere. This year as in the previous ones, we have been fortunate to have our existing and new partners visit us and discuss areas of future collaboration.

- Dr. Frances Moore, Honorary Technical Advisor, The Women's Council, U.K. represented The Women's Council on the Community Initiatives in Inclusion (CII) Course. She met the participants and evaluated their feedback as well as judged their final presentations. Dr. Alur and Dr. Moore also met with the faculty and discussed new inputs to the course.
- Mr. Rakesh Goswami, Head, Finance & Operations, CAF India visited the organization and met with the beneficiaries of ADAPT, as well as those benefitting under the ADAPT-Oracle Project.
- Mr. Debasis Ghosh, Public Affairs Officer, Citi India, Ms. Shahin Dastur, Corporate Citizenship Lead, Citi India and Ms. Mira Patel, Corporate Citizenship, Citi India, visited the Asian & National Resource Centre for Inclusion at Bandra and interacted with the beneficiaries from all ADAPT Centres. A meeting held on the way forward under the ADAPT-Citi Project
- Ms. Astrid Beseler, Founder, Audrey Jacob Foundation, Switzerland that has deputed participants to the CII course was one of the judges for the presentation at the Valedictory function.
- Dr. Pratibha Jolly, Principal, Miranda House, New Delhi, India, is a new partner and attended the CII Valedictory Function as a judge, after visiting the services.
- Ms. Youdon Aukatsang, Director, Empowering the Vision, was on the panel of judges for the valedictory function of the Community Initiatives in Inclusion Course and discussed courses in other parts of the country.
- Mr. Richard Rieser, Managing Director, World of Inclusion, U.K and Ms. Suzie Burrows discussed the new initiatives at ADAPT. Mr. Rieser, with Ms. Malini Chib,

CEO ADAPT, Chair ADAPT Rights Group and Diversity Officer, Tata Consultancy Services, London conducted a week long workshop on perspectives in Inclusion.

- Mr. Suresh Mathew, SAMA Nepal spent time visiting the centres to learn about the inclusive practices followed at ADAPT.
- Mrs. Anoopama Bhojti, Lecturer, La Trobe University, Australia brought her students to intern and carry out projects at ADAPT.

Achievements



Dr. Alur, Ms Chib and Mrs. Hooja receive the award from Mrs. Arundhati Bhattacharya

On 17th March 2018 ADAPT received the CFBP Jammalal Bajaj Uchit Vyavhar Puraskar at a ceremony at the Indian Merchants Chambers. Dr. Alur spoke of the need for Inclusive Employment and asked all present to join us on our journey to create a caring, inclusive India. This is the second time ADAPT has been honoured with the Jammalal Bajaj Award.

ADAPT was conferred the Smt. Nandini P. Divatia Rural Rehabilitation Institutional Award by the Rural Development and Management

Institute (RUDMI), Ahmedabad for “innovative services in the areas of special education and inclusive education through research, development of various education models and instructional materials; designing training courses for teachers, community workers, parents and governments in collaboration of The Centre for International Health and Development and with the support of The Women Council, U.K; establishing skill development center to provide training for specific skills; moving employment opportunities from stereotyped jobs to new jobs in accounting, journalism, finance, computing and libraries and establishing National Job Development Centre”.

Dr. Mithu Alur received a Lifetime Achievement Award at the Excellence and Achievements Award Ceremony by the Miranda House Alumnae Association at Miranda House, Delhi.



Acknowledgement by RUDMI

Another achievement was ADAPT being appointed the ‘official provider’ of the Champions With Disability category, for the Tata Mumbai Marathon, partnering the organisers to ensure greater participation in this event as well as advising on logistics and arrangements. The participation, as a result of ADAPT’s efforts increased 100% from 600 to 1200.

These have been some of the small steps we have taken this year. However, as a Chinese Proverb states, “The man who removes a mountain begins by carrying away small stones”.

We continue to carry away the stones of apathy, indifference, discrimination to build another mountain of inclusion.

Seminars and Workshops

Commemorating International Day of the Disabled and Human Rights Day: A Seminar on 'Inclusive Employment'

Dr. Alur conceptualized a seminar on Inclusive Employment to commemorate two international days: The International Day of the Disabled (IDOD), which is celebrated across the world on the 3rd of December to draw attention to the rights of persons with disabilities and the Human Rights Day, which is observed on the 10th of December, when the Universal Declaration of Human Rights was adopted by the U.N. Assembly.



Dr. Alur gives an overview of the employment situation for the disabled in India

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

The Seminar focused on barriers and challenges in Inclusive Employment in India, and the need for a policy change in the Corporate Social Responsibility. It was attended by professionals from the disability sector, persons with disability who had transcended barriers to become shining examples of successful professionals in their chosen fields, parents, corporate and the media.

Dr. Alur presented an overview and unveiled the new project she has undertaken with Citi to set up a Centre for Advanced Learning & Inclusive Employment. A presentation by the panel of professionals working on the project outlined the activities under the project. Parents and people with disability both employed and those seeking employment shared their experiences in panel discussions at the seminar.

Partnership with World Congress on Neuro Rehabilitation (WCNR): 7th – 10th February 2018

The World Congress on Neuro Rehabilitation was organized by Dr. Nirmal Surya. ADAPT, under the leadership of Dr. Mithu Alur was invited to be one of the partners to this International Congress. Dr. Shabnam Rangwala represented Dr Alur at the conference and presented two papers on her behalf: “Disability identification: functional mapping versus disability mapping”, authored by Mr. Sathi Alur and Dr Daniel Mont, and a poster presentation “Establishing a model of care for children with disabilities enrolled in mainstream schools: a rural and urban model”, by Dr. Rangwala and Mrs. Varsha Hooja. The conference was attended by 120 international and 1000 national participants. The latest trends and research in



CII participants at the Congress

neuroscience, including several fields of spasticity management, vestibular rehabilitation, management of Stroke and Parkinsons were among the topics covered at the conference, which also addressed the challenges faced by developing countries in area of long term neuro rehab.

The trainees of the Community Initiatives in Inclusion Course conducted at ADAPT were given special permission by the organizing committee to attend one day of the conference and take advantage of this learning opportunity.

Public Forum

In addition to the scientific sessions, the Congress organized a Public forum on neurological disorders. We were invited to conduct the Public Forum on Cerebral Palsy.

The forum entitled, 'Life Span Approach to Cerebral Palsy' shared information on the long-term management and care of children and adults with Cerebral Palsy developed at ADAPT. 80 medical professionals, parents and adults with cerebral palsy attended the forum.

Management of Cerebral Palsy: A workshop for the community

Dr. Shabnam Rangwala, Ms. Gulab Sayyed and Ms. Ruksana Sayyed were invited to conduct a two day training on "*Management of Cerebral Palsy*" for 8 staff members of a community based NGO, Sahyog. The aim was to share practical strategies to manage children with Cerebral Palsy. The training was interactive and included practical work. Participants were taught informal assessments as well as planning interventional strategies, using the functional activities of play, sitting and mobility, feeding and communication. Short sessions on educational and vocational interventions for children with Cerebral Palsy across the age spectrum were also conducted.

In-Service Programmes for Capacity Building

In service training is an integral part of our services and this year too, workshops have been held to upgrade the skills of our staff and build the capacity of the parents. These have included:

Empowerment Course

Ms. Malini Chib, Trustee, CEO and Chair ADAPT Rights Group conducted an Empowerment Course, focused on the Social and Medical model of disability, for 39 staff members across the centres of ADAPT. The aim was to move the staff from the Medical and Charity Approach to the Social one. The staff will now incorporate the social model in their work profiles and their Result Based Management (RBM) frameworks.

Workshop on International Perspective on Inclusive Education on Disability by Richard Reiser, *World of Inclusion Ltd., U.K. & International Equality Trainer & Ms. Malini Chib, Trustee, CEO & Chair ADAPT Rights Group*

The workshop aimed to familiarize the participants with the Human Rights Framework and its application to inclusion. The participants for the workshop included officials from the government's Sarva Shiksha Abhiyan (SSA) Programme, other NGOs, internal and external faculty at ADAPT and CII participants.

Understanding a Child Unique Development by Mrs. Usha Ramakrishnan, *Consultant - Emotional Intelligence and Emotional Wellness (For Parenting, Teaching, Management and Leadership)*.

The focus was on introducing “*Learning through Play in my Own Way*”: a birth to 6 years calendar. The workshop also explained how to carry out integrated functional holistic assessments with the oval and quadrant and enabling potential using Multiple Intelligences.



Mrs. Ramakrishnan demonstrating the use of the calendar

Workshop on making Teaching Aids and Puppets by Katha Babu, *Coordinator, Mobile Crèche’s*

To expose the participants to ways of conserving resources, which is essential while working at the community level, Mr. Katta Babu from the Mobile Crèche conducted a two day workshop on making of teaching aids, including puppets out of waste material.



Puppets being created from old bottles and socks

Parent Training

Programmes were also held for parents. These included:

- Gender Awareness
- Child health and nutrition

Meetings

Dr. Alur held several meetings to upgrade the curriculum across the centres Regular staff meetings and case conferences were also held to discuss the progress and challenges of the beneficiaries.



Gender Awareness Programme

The International Commission on Education in its report has stated, “Every individual must be in a position to keep learning throughout his life. The idea of life-long education is the key-stone of the learning society.”

We hope that with our workshops, seminars and in service training, we are able to provide the opportunities to all our stakeholders to continue to learn and contribute to society.

Voices

Colaba Centre

“Earlier my son was unable to be without me even for a minute but now he loves attending the sessions at the center. Even at home I can leave him in the alone to do my work in the kitchen. He is now able to make his own choices using his eyes where earlier I made all his choices for him.”

- Mrs. Sujata Mohite, mother of Pranav Mohite.

“Eshita has become very confident and loves coming to the centre. On Saturday too she dresses up and is ready to leave to come to the Center”

- Mrs. Mayuri Nilange, mother of Eshita Nilage.

Bandra Centre

“I am absolutely stunned with the art work of children and trainees. Their potential is praise worthy and the effort put in by the staff is also commendable.”

- Mr. Bhat, a visitor at ADAPT's “I Can Bazaar”

“My every visit here is a learning experience. I admire all the children here for their hidden talent and the smiles on their faces are infectious. I so enjoy coming here every week and giving my time to such a noble cause.”

- Mrs. Lata Desai is a volunteer.

“My son's potential has grown tremendously here and he loves the work he does here. He feels so useful and has now started having a better self-esteem for himself.”

- Mrs. Sheikh, mother of Irfan Sheikh

Dharavi Centre

“This school is one of the best centers for all children able as well as disabled as here our children learn discipline along with love and compassion. They are taught to take care of themselves and these skills they take forward with them for their brighter future. I speak this from personal experience, as since the year 1998, 18 children from our family have attended this Center and are all now doing excellent in their respective schools, colleges and work places”

- Mrs. Irfana Mohammed Hassan Shaikh, Mother of Asif Shaikh

“My child Sameer was very hyper and unable to speak and sit at one place, now after attending this Center he can started speaking, his hyperactive has reduced and he now attends the mainstream school and is in the 4th Standard and doing very well.”

- Mumtaz Shaikh mother of Sameer shaikh - Beneficiary under Hub

“Brilliantly managed, Inspiring work on inclusion and we look forward to working together”

- Mrs. Naznin Hussain – President Indian Dietetics Association

Chembur Centre

"I feel very happy coming to SDC centre. I am anxious and excited coming to the centre. I have made few friends with whom I talk and share my feelings. I am getting trained in computer's. I enjoy everyday as a new day."

- Rajeev, Trainee

"Initially he was shy and would hesitate to initiate conversation. I now feel that my child is getting along well with other trainees. The best part about the SDC centre is Assembly. Here he gets to learn new things as teachers share their knowledge and interact with trainees. I can also see him coming forward and participate in assembly and share his views without stage fear. He is getting trained in computer's in the centre and also practices the task given by trainer at home. Overall he looks forward coming to SDC centre and is able to express his views to us in the family"

- Mrs. Jyoti Nemade, Parent

People Who Make The Organisation

CENTRAL SERVICES

NATIONAL & ASIAN RESOURCE CENTRE FOR INCLUSIVE EDUCATION

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

Major General Khurshed M. Balsara, *Principal Director, Operations*

FINANCE

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

ADMINISTRATION

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

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

REVENUE GENERATION

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

TRAINING

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

KNOWLEDGE MANAGEMENT CENTRE

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

'ONE LITTLE FINGER' DEPARTMENT

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

MITA NUNDY COMMUNITY CENTRE

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

PROGRAMMES

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Mrs. Rekha Vijaykar, *Senior Director, Operations, Training and Pedagogy*
Ms. Ameena Latif, *Deputy Director*
Mrs. Sunita Malcotia, *Head, Administration*
Ms. Saranga Shah, Ms. Piyali Nag, Ms. Jyoti Babu Badson, Ms. Sangita Bhekre, Ms. Manisha Gudi, Ms. Sharon Saldanha, Ms. Asha Kambli, Ms. Vinaya Putharan, Ms. Sneha Gangan, Ms. Sheryl Remedios, Ms. Suvarna Anokar, Ms. Yojna Korechkar, Ms. Shahjahan Kadri, Ms. Savita Khanna, Ms. Mubina Kazi, *Special Educators & Teachers*
Mr. Anuj Sharma, *Music and Yoga Teacher*
Ms. Ruby D'souza, *Secretary*
Ms. Sonal Kokane, *Assistant Secretary*

COLABA CENTRE FOR INCLUSIVE EDUCATION

Mrs. Manju Chatterjee, *Director*
Dr. Maneeta Sawhney, *Research Associate and Director, School and Community*
Dr. Archana Jayadev, *Research Associate & Head Psychology*
Mrs. Manju Thakur, *Deputy Head*
Mrs. Bhargavi Ajit, Ms. Shubhangi Kamble, Ms. Asha Mehrotra, Ms. Zainab Rangwala, Ms. Reshma Sheikh, Mrs. Manali Modak, *Special Educators*
Mrs. Neelam Thandel, *Community Worker*

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Dr. Shabnam Rangwala, *Head, Therapy*
Dr. Ashutosh Sonawane, *Head, Adult Rehab Unit*
Mrs. Pradnya Patil, Mrs. Varsha Jain, *Speech Therapists*
Dr. Namita Nair, Dr. Saman Ansari, Dr. Amina Markar
Dr. Tejal Gosavi, Dr. Sakshi Aggarwal, Dr. Dhvani Mehta, *Physiotherapists*
Ms. Janet Tiwari, *Psychologist*
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Dr. Archana Jayadev, *Research Associate & Head Psychology*
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DEPARTMENT OF SOCIAL WORK

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

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Mrs. Gulabjan Sayyed, *Senior Community Supervisor*
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Mr. Aman Tandon, Ms. Radhika Patil, Ms. Sarita Santolia, *Mother's Kitchen*

MITHU ALUR FOUNDATION

Mrs. Gulab Jan Sayyed, *Senior Community Supervisor*
Mrs. Ruksana Sayyed, *Multipurpose Worker*

Seminar on Inclusive Employment



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