

ANNUAL REPORT

2015-
2016



Action for Ability Development and Inclusion

Convention on the Rights of Persons with Disabilities

Article 3 - General principles

The principles of the Convention are:

- a. Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- b. Non-discrimination;
- c. Full and effective participation and inclusion in society;
- d. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- e. Equality of opportunity;
- f. Accessibility;
- g. Equality between men and women;
- h. Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Rights of Persons with Disabilities

Equality and non-discrimination	Right to life	Situations of risk and humanitarian emergencies	Equal recognition before the law
Access to justice	Liberty and security of person	Freedom from torture or cruel, inhuman or degrading treatment or punishment	Freedom from exploitation, violence and abuse
Protecting the integrity of the person	Liberty of movement and nationality	Living independently and being included in the community	Personal mobility
Freedom of expression and opinion, and access	Respect for privacy	Respect for home and the family	Education
Health	Habilitation and rehabilitation	Work and employment	Adequate standard of living and social protection
Participation in political and public life	Participation in cultural life, recreation, leisure and sport	Accessibility	Statistics and data collection

*The green areas highlight the rights that AADl's is currently focusing on

Dear Friends,

A year filled with activities, review and reflection helped us stay connected to the larger vision and understand the various layers to real participation of people with disabilities – a core principle which we would like to adhere to in all our work.

We feel that as organizations, we need to be constantly aware of the barriers that people with disabilities encounter in everyday life and must enhance our role to be the catalysts for change.

During the year our aim was to focus on the principles of accessibility, inclusion and participation of people with disabilities in all that we do. This called for an analysis of micro processes as well as our recommendations at Policy level.

The short term training programs that integrated the understanding of International Classification of Functioning (ICF) into its pedagogy; decoding the micro steps for a successful inclusive education process ; building a stronger community base through primary level workforce; mobilizing and maintaining resources; and linking human values into work have been an integral part of our work.

We are happy to share that E Daksh- Towards Digital Inclusion was initiated during this year. This was possible with the support from Canara Bank. It provides for an accessible training space for people interested in learning computer skills to enhance their job opportunities and also learn skills to stay connected through social media.

The following pages highlight the various aspects of our work followed by financial and human resource details.

On behalf of the Board, I take this opportunity to thank each and every one who believed in our Vision and supported the work through a generous sharing of their time, effort, skill and resources.

In Peace,



Syamala Gidugu

Secretary and Executive Director

“Where, after all, do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighbourhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world.”

– Eleanor Roosevelt

Vision, Mission Statements

Vision:

AADI's vision is of a world in which persons with disabilities are an integral part of society, participating in the community and living life to the fullest, with equitable access to opportunities and services.

Our Mission:

The focus of our work will be to facilitate enabling environments in the best interest of the child and the adult thus ensuring equitable, accessible, quality assured services using a life span approach. We will be informed and guided by the needs of persons with disabilities who are further marginalized by poverty and gender inequalities.

Through our work we will:

- Facilitate, nurture and support opportunities for leadership and greater involvement of people with disability in decision-making regarding their own lives and the processes within their community.
- Influence and develop systems and processes to ensure that there is no exclusion, exploitation or stigmatization of the persons with disabilities at the levels of policy and its implementation within their community.
- Research, develop and implement service delivery models that can be adapted according to geographical and cultural realities/ contexts.
- Build technical, financial and human resource capacities of:
 - Persons with disabilities
 - Professionals
 - Larger Community
 - Build technical, financial and human resource capacities of AADI

Our strategic objectives are to:

- **Reduce the service gap:** by increasing access to services, ensuring quality of services, addressing all life domains – education, health, livelihoods, recreation, shelter, well-being, safety and permanence of services.
- **Reduce the inclusion gap:** by mapping, sensitizing and building the capacities of mainstream resources in education, health, livelihoods, recreation etc.
- **Reduce the participation gap:** by increasing the participation of users/user groups in our work, building capacities of people with disability and facilitating participation in decisions about activities pertaining to their lives, influencing membership of people with disability in local governance and other leadership positions within the community.
- **Reduce stigma and exploitation:** by increasing awareness about rights and needs of people with disability through information dissemination, media watch, social watch, and right to information activities.
- **Reduce the resource gap:** Technical, Financial and Human Resource by: increasing revenue streams, improving knowledge base, and developing need based and appropriate professional development programs

Values & Guiding Principles:

Our work is guided by the core human values of respect, dignity and the autonomy of persons with disability and their carers. Strengthening capacities of all stakeholders will be central to our work. We will work towards being collaborative, participative, strategic, transparent, equitable, non-discriminative, accessible, and accountable in all that we do. We will follow the norms of safety and quality assured services in our work.

Abbreviations

AADI	Action for Ability Development and Inclusion
AIIMS	All India Institute of Medical Sciences
HR	Human Resource
TALLY	Transactions Allowed in a Linear Line Yards
CMD	Chairman and Managing Director
IT	Information Technology
JAWS	Job Access with Speech soft ware
NGO	Non Government Organizations
FOD	Family Of Disabled
MSJE	Ministry of Social Justice and Empowerment
SOIL	School of Inspired Learning
BSS	Bodh Siksha Samiti
GEF	Good Earth Foundation
ERC	Employee Relocation Council;
MCD	Municipal Corporation of Delhi
NDMC	North Delhi Municipal Corporation
SDMC	South Delhi Municipal Corporation
RWA	Residents Welfare Association
NSDC	National Skill Development Corporation
ITES	Information Technology Enabled Services
BCAS	Bureau of Civil Aviation Security
CISF	Central Industrial Security Force
NCPEDP	National Centre for Promotion of Employment for Disabled People
SSA	Sarva Shiksha Abhyan
NCERT	National Council for Educational Research and Training
WHO	World Health Organization
NIPCCD	National Institute of Public Cooperation and Child Development

Table of Contents

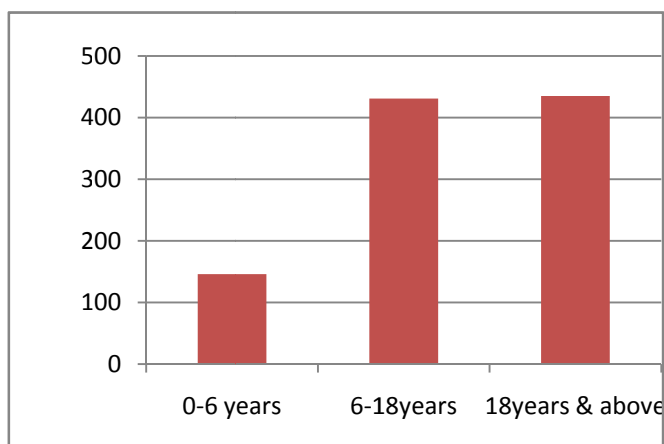
Executive Director's Note
 Vision, Mission and Strategic Objectives
 Abbreviations

SECTION I	SAMBHAV: MAKING INCLUSION POSSIBLE	5
1	Rural Community Based Services	5
1.1	Access to Direct Habilitation Rehabilitation Services	5
1.2	Capacity Building of Families	6
1.3	Link to Community Resources	6
1.4	Capacity Building of Other Community Resources	8
1.5	Habilitation and Rehabilitation Program-New Initiatives	9
2	Urban Services	10
2.1	Access to Direct Habilitation Rehabilitation Services	10
2.1.1	<i>Preparatory Programme for young children (0-6 years)</i>	11
2.1.2	<i>Education and Life Skills Program for children in school and out of school (6-18 years)</i>	12
2.1.3	<i>Access to Skills for Independent Living (18 years and above)</i>	13
2.2	Capacity Building of Families	22
2.3	Capacity Building of Other Community Resources	22
3	Sambhav Resource Center	23
SECTION II	CAPACITY BUILDING	24
4	Inclusive Education Resource Development	24
4.1	BSS-AADI-GEF Project on inclusive education (BAG: IE)	24
4.2	MCD School Development Project	27
5	Inclusive Employment Resources Development	28
6	School of Rehabilitation Sciences	29
6.1	Trainings conducted for Professionals	29
6.2	Trainings / Workshops / Meetings attended by AADI staff	30
6.3	Supporting Internships of students from other Training Institutes	32
6.4	In House Staff Training Program	32
SECTION III	AWARENESS RAISING	34
SECTION IV	FINANCIAL STATEMENTS	35
SECTION V	STAFF LIST	36
SECTION VI	GOVERNING BODY	37

SECTION I: SAMBHAV- MAKING INCLUSION POSSIBLE

1. Rural Community Based Services

The goal of the Rural Programme is the creation of a responsive community and development of inclusive services, which ensures participation of people with disabilities in all life areas. The program works directly with people with disabilities and their families to reduce the impact of impairment besides the sensitization and capacity building of resources for health, habilitation and rehabilitation, education,



Age wise distribution of beneficiaries

transport, livelihoods and independent living, so that people can access these resources in their neighbourhood communities. The program works across life span and across disabilities. It is based in Ballabgarh block of Faridabad District in Haryana. It works in 83 villages which are governed by 67 panchayats and 9 colonies in the semi-urban areas. Presently **1012** persons with disability and their families are registered with the program of which **661** are males and **351** are females. This year **106** new people with disabilities were identified and started receiving services.

1.1 Access to Direct Habilitation Rehabilitation Services

- 1786 assessments were conducted for 1011 people focussing on movement, education, communication, self care, early learning, life skills and readiness for employment. After assessments, skill building sessions enabled people to use these skills in daily life.
- 78 persons with disabilities were given 101 aids such as tricycle, wheelchair, motorised wheelchair, rollator, adapted shoes, hearing aids, orthotic aids etc, which helped people in gaining independence. Many of these aids were provided at camps held in collaboration with Red Cross and Aggarwal Sewa Samiti.



Measurements being taken at a camp for orthotic aids

1.2 Capacity Building of Families

Families are one of the important stake holders and are a resource available to persons with disability on an everyday basis. The focus of the program was towards increasing information and building skills of families to address the needs of persons with disability. It also helped families to establish links with each other for support and advocacy.

Parent Trainings

- 4 parent trainings were attended by 51 parents. The trainings focussed on perspective building on Rights and Inclusion, skill building in the areas of self care, mobility, communication and learning towards increasing participation and decision making of the person in everyday life. Parents were also given information on various concessions and resources available in the community.

Information Dissemination

- Information on schemes and resources was imparted to all parents. 70 percent of the parents are now aware of resources which can be accessed by their ward.

Advocacy by parents

- 196 families managed to resolve many issues arising at the school level thus supporting the retention of their children in schools.
- 50 parents who are part of the SMC took up the issue of safety of children and improving the quality of education.

Legal Guardianship

- 32 families availed legal guardianship this year.

To ensure inclusion and participation in the community persons with disabilities are linked to resources in the community like education, health, employment etc. They are also linked to schemes and provisions available from the Government.

1.3 Link to Community Resources

Accessing early years services

- 105 children linked to Anganwadis are going regularly to access available services
- 59 new registrations in Anganwadis

Access to Education	Access to work and employment opportunities
<ul style="list-style-type: none"> • 20 new admissions in schools • 331 are going to schools. • 148 have school scholarships • 32 have creed based scholarship • 20 are pursuing higher studies 	<ul style="list-style-type: none"> • 74 adults are in open employment • 20 are in self employment • 15 are involved in agriculture with their families • 15 are involved in other types of family occupation • 173 are engaged in domestic work



The story of 22 year old Deepak from Hirapur village inspires many young people to achieve their dreams despite all odds. Deepak has cerebral palsy.

From a very young age, Deepak began to nurture the dream of becoming a doctor. Many doubted that a person with disability could ever become a doctor and taunted his family about his ambition. His family wanted him to join 4th class Government Job in NDMC. AADI's role was to counsel him to advocate with his family to allow him to pursue his dreams and take up the required coaching in Delhi.

He worked hard to clear his medical entrance examination and got selected under the OBC & PH category. When he went to register online for counseling, he got the information that this category did not exist at the center.

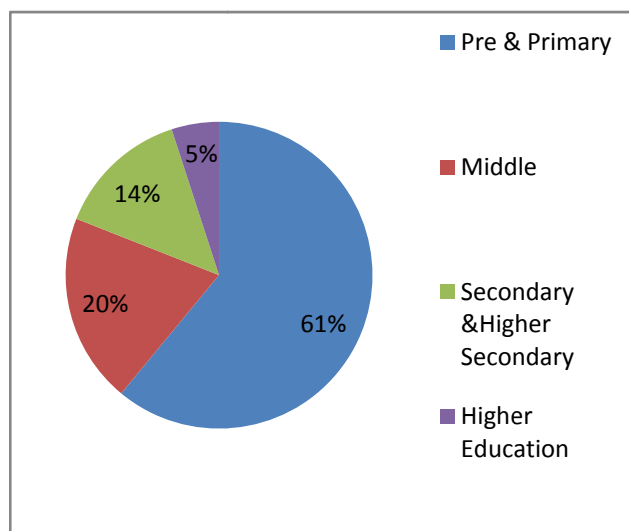
He approached AADI to help him get information regarding the quota of OBC & PH category. Deepak was suggested that he file a RTI in Ministry of Health. He found out that he was number three in the State PH category. Thereafter, he went through counseling and a medical examination to confirm his disability. Finally, he got admission and hostel facilities for his MBBS course in Rohtak Medical College and is fulfilling his ambition of pursuing the medical profession.

Access to other Government Provisions

- 684 have a disability certificate
- 25 acquired a Disability certificate
- 590 hold bank accounts
- 824 have an Adhaar card
- 285 got a disability pension

Access to Health

- 263 linked to various health services
- 37 got covered for health insurance under Swavlamban Health Insurance Scheme



People with disabilities accessed various levels of educational opportunities

1.4 Capacity Building of other Community Resources

Awareness Raising

- Awareness booths were organized to give information regarding different schemes in both urban and rural areas. As a sign of increasing participation of persons with disabilities and their families in the awareness raising activities, some booths were completely organized by them.
- 2343 people were sensitized through sensitization workshops in the community

Educational Resources

- 35 teachers were trained in effective classroom teaching through SSA which helped them to realize that they could teach all children in an inclusive environment.
 - 300 teachers of 150 schools were sensitized through regular meetings to provide guidance about teaching children with disabilities in regular classes.
- Aganwadi workers of 25 villages trained under the Hans Foundation project, supported the primary education of children with disabilities through the year.



Awareness booths organized by Aganwadi and Asha workers on World Disability Day



Parent Meetings in the villages of Sunped and Junheda



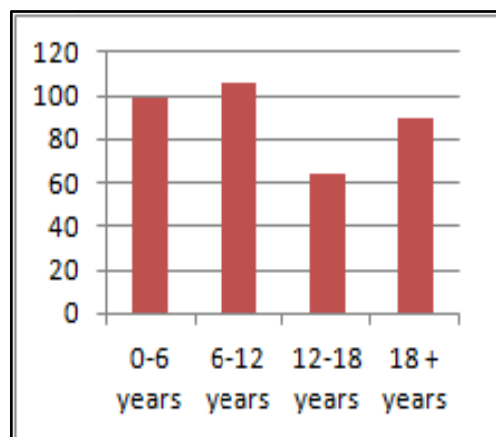
One Day Perspective Building Training attended by 56 Anganwadi workers

1.5 Habilitation and Rehabilitation Program – New Initiatives

- To achieve the objectives of inclusion and full participation in the current scenario of marginalization of persons with disabilities, there was a need felt to establish a human resource cadre at the village level that would provide specific targeted services for persons with disability and facilitate access to inclusive services in the community.
- In order to establish this cadre at the village and community level, Asha workers and Anganwadi workers were identified and trained. 18 workers now support people with disability and their families in 25 villages.
- All Anganwadi and Asha workers were very supportive of persons with disability and their families. They motivated families to bring children to the sub centers. They also encouraged many parents to discuss their difficulties and supported them to take the initiative to solve the problems or cope with difficulties. They helped families and persons with disability to link with resources. They identified new people with disability in their own villages. 17 new persons with disabilities were identified and 9 were referred for specific services by Anganwadi and Asha workers.

2. Urban Services

The urban services of AADI which are based in Delhi, cater to people with disabilities and their families from Delhi, National Capital Regions of Gurgaon, Ghaziabad, Faridabad another states of the country and sometimes from neighboring nations as well. Till the year 2009, a total of 2883 persons with disabilities had been registered with AADI. This year, the key workers were in contact with 1662 of these 2883 persons with disabilities and their families.



Age wise break up of clients

From April 2015 to March 2016, 359 with disabilities got registered with AADI through the walk in service. Of the total 359, there were 126 female and 233 male persons. The majority of them being in the age range of 6-18 years followed by the early years group in the age range of 0-6 years. Majority of them were from Delhi (279) followed by Uttar Pradesh (45) and the least from Haryana (19). Of the various impairments, the number of people registered with intellectual impairment was the highest.

2.1 Access to Direct Habilitation Rehabilitation Services

These interventions focus on working directly with the individual for decreasing the impact of impairment in different domains of life.

Direct intervention is through the care-plan process. This process aims to ensure that persons with disabilities have access to avenues to share issues, gather information about resources and working out solutions for increased participation across life domains. It also provides guidance to persons with disabilities and families about the rights of persons with disabilities. This is done through a process of assessments, intervention through information sharing, facilitating inclusion at home and other settings through provision of specific aids, skill building through individual and group sessions. Persons at risk and in crisis situations are supported at an urgent basis. Some of the highlights of the work were:

- **405 assessments in various areas like mobility, self-care, communication, learning and applying knowledge were conducted for 256 individuals.**
- **57 individuals were provided 90 aids to increase participation in daily life**
- **17 families were identified and supported for various situations of crisis, abuse and neglect**
- **1082 individual review sessions were conducted for 374 persons to review their progress and plan further interventions**
- **230 home visits were made and 2646 phone interviews were made to ascertain progress and facilitate inclusion**
- **136 people attended various groups for enhancing skills in various life domains**

2.1.1 Preparatory Programme for young children (0-6 years)

The early years from 0-6 are a crucial time for the overall development of all children. It is during these years that there is maximum growth of the nervous system as well as the growth of all other body systems. Patterns of behavior learnt at this age become the foundation for the rest of childhood. After intensive individual sessions at home and at AADI some children are provided group services for preparation towards play school and pre-primary mainstream admissions.



Children learning specific skills and playing during the group

The preparatory group programme began with nine children with diverse impairments. Two children got admission into play schools so they left the group early. Seven children continued to come for the group session regularly. The group goals and activities were shared with the parents on a regular basis so that they could contribute as well as follow up at home. The group sessions were planned in a way that each child's individual goals were also met. Group meetings were held periodically with parents to review the work, reiterate the importance of going to mainstream schools and its procedure.



A total of 73 group sessions were held during the year. It was heartening to see the parents bond with each other during this period and provide support to each other.

Dravya and his Mother's Journey



Dravya enjoying with his family

Four year old Dravya loves playing on the swing with his friends. Dravya's mother says that joining the group session for young children at AADI was not an easy decision for her. She thought that since Dravya, had difficulties in most of his basic functions, no one else could look after him. It took some convincing to get her to join the group. Although initially very hesitant, within a few sessions she felt encouraged as Dravya adjusted well.

Some of the positive changes that she observed in Dravya were an increased alertness and being attentive to his surroundings. Before joining the group. Dravya did not like sitting in his buggy or chair and preferred lying down but over the year, he learned to sit well. He started going to the market with his mother in his buggy. He began to communicate his likes and dislikes by gestures and moving his hand. He started recognizing people by their voices and acknowledge them.

Dravya's mother feels that she has travelled a long path, where earlier, she was seeking the help of every faith healer and medical professional for a cure for Dravya. Today she focuses on providing opportunities to make Dravya an integral part of the family. She understands the need to provide opportunities to enhance his skills in daily activities such as bathing, feeding and play. . She is now set to enroll Dravya in school and has initiated the process finding a suitable school for him. She feels confident that Dravya will manage in school for a few hours without her.

2.1.2 Education and Life Skills Program for children in school and out of school (6-18 years)

This year the number of children with disabilities going to mainstream schools has considerably increased. A total of 673 children attended school this year, including those going to special schools. School visits to 37 schools were made to ensure a smooth admission process for 138 children. Through the year, 151 visits were made to support children in their learning in schools. Need based support was provided to the teacher or the special educator to increase the level of participation of children with disabilities in the school activities.

Sagar Das is a 15 year old energetic and confident boy. He is a cricket fan and follows all matches of Indian cricket team very closely. He enjoys listening to music and going out with his friends. He goes to a neighborhood Government school and is studying in Class IX. Sagar has cerebral palsy, uses a wheel chair for his mobility and a communication tool to express himself.



Sagar with his friends

As a young child Sagar studied at the AADI Inclusive School for a couple of years. With the passage of Right to Education Act in 2009, Sagar's parents were encouraged to seek admission in the neighboring Government school. Sagar was happy to go to this new school where his friends from the community were also studying.

At the time of admission in the Government School, seeing Sagar use a wheelchair, the principal was a little apprehensive about his adjustment in the new environment.

Soon she was pleasantly surprised when she saw that he could clearly communicate and relate to all her questions. This changed her attitude and she realized that the child needs to be given opportunities and perhaps requires a little more time for communication.

By the end of the first year at the Government school, Sagar had made friends & was a familiar face amongst the teachers too. The teachers & the principal started looking beyond his impairment and begun to believe that he had his own interests and abilities like all others.

Despite significant efforts, there were adolescents who remained out of school last year. As an initiative to reach out to them, a group was started for these adolescents. There were 9 children in the group and about 58 sessions were conducted over the year. Opportunities were provided for interaction with their peers, developing communication skills, enhancing self-awareness and increasing awareness about their environment and social issues. Functional skills of basic literacy, numeracy, self-care and domestic skills were also taught.

2.1.3 Access to Skills for Independent Living (18 years and above)

There are 219 clients in the age group 18- 25 years registered at AADI. Maximum number of clients had intellectual impairments The number of males was higher about 146 as compared to females about 73. For the adult years, the focus was on creating opportunities for skill development for livelihoods through Internships, clubs & events. These were also a means of increasing opportunities for social interactions with peers and engaging in community initiatives like the winter campaign which aimed to collect clothes, pack them and distribute them to homeless people.

NavRang and Ujala are social enterprises of AADI which aim to provide opportunities for livelihood and skill development and showcasing abilities of persons with disabilities. The Employability Program of the Jeevika project aims at preparing persons with disabilities for the job market by strengthening and rehearsing the necessary skills. 14 clients have got employment opportunities in different sectors (in family occupations as well as in open employment) this year.

Nav Rang- Celebrating Diverse Colors in Life	Ujala
<p><i>NavRang', is a Hindi term meaning many different colors. NavRang celebrates the diversity that exists amongst people and believes in the inherent capacity of every individual including person with disabilities.</i></p> <p><i>The Navrang shop showcases and sells the products of Ujala along with the products of other organizations like MESH, Navdanya, Green the Gap, Kriti, Jugaad and Janmadhyam. Craftkari is the latest organization to have become a vendor for NavRang.</i></p> <p><i>Exposure and training in different retail skills like opening the shop, dusting and display and sale of items, billing and inventory management, was organized for seven members in NavRang.</i></p> <p><i>One member who had been training at NavRang shop got a contractual job in administration in AIIMS. Another member who was getting trained in various skills at Navrang since October 2014 also began to learn TALLY at AADI in April 2015. He got a job offer as a sales person at a newly opened store in Nehru Place selling CCTV & Drone Cameras.</i></p>	<p><i>It is a unit where persons with disabilities produce block-printed handmade paper products. It runs in collaboration with network of people with disability contributing in all aspects of product development from sourcing raw material, store keeping, manufacturing, packaging and marketing products. Ujala team was invited by different educational institutes, corporate offices, RWAs to showcase and sell the products. Two new members under internship got the experience of selling Ujala products at different corporates and other venues.</i></p> <p><i>The data of product sales at all the venues during Diwali time and Surajkund Mela 2014-15 was digitized by another internee member of NavRang. Ujala team also makes newspaper bags used at NavRang shop and the Ujala stalls at external venues.</i></p> <div data-bbox="722 1588 1378 2033" data-label="Image"> </div> <p style="text-align: center;">Sales at Ujala Stall</p>

Amit Sharma is today a twenty eight years old young man. While he was preparing for class XII exams, he was facilitated by AADI to join a computer course at F-Tec and was linked to Gyan Prabha Scheme of National Trust for scholarship.

sultancy Pvt.Ltd.

Amit began to come to AADI regularly to refine the retail skills at the Nav Rang store, which he had learned previously at a placement in Vishaal Megamart. He was linked with the finance program to refresh and practice Tally. Just at the time, he was offered a job at his cousin brother's newly opened store in Nehru Place selling CCTV, Video Door Phones and other security systems. Amit took up the job and has been working there for almost a year now. He gained confidence in himself and his ability to be financially independent. He got married to a girl



Amit at work in the store

from Jammu who had studied till class X and is now pursuing her education through Open schooling. Amit was encouraged to continue his education and he enrolled with IGNOU under the BA Program. He was supported to focus on the preparation and he passed the three exams that he had appeared for in 2016. He believes that he has a happy future to look forward to!

Jeevika : Skill development

- Rakhi Making** : A 13 member team along with the facilitator discussed the need to make easy to tie Rakhis. The Rakhis available in the market were made disabled friendly by pasting each Rakhi on one inch wide satin ribbon and using velcro for tying or using very thin magnets. The magnets were so attached that they could be adjusted as per the size of the wrist of the person.



Creating Rakhis Mehendi, adding colour to the festivity

Snehandhan

NavRang celebrated the festival of Rakshabandhan at AADI by organizing Snehandhan, the Rakhi Mela on 22nd August 2015. On the day of the Rakhi festival, rakhi stall was set up and manned by members. A few members decided to put up stalls to sell bindis & bangles, earrings, stationery pouch, perfumes while four mothers had put up stalls selling ladies suits & pouches, tupperware boxes, artificial jewellery etc. A major attraction for all the girls and women was the presence of two resource persons for making beautiful designs with mehendi.

- **Jewellery Making:** This group consisted of 20 members who apart from learning the skills of making Jewelry took the initiative to learn other organizational skills, besides aspects of the aesthetics of designing
- **Newspaper Bag Making:** The training sessions for making carry bags out of old newspapers were conducted for 13 members. Out of the current group, five persons have got trained to make small carry bags independently. The trainer of the group is a person with Cerebral Palsy.
- **Block-Printing on Fabric:** A team of three people attended the training session for two days in a Fabric Block-Printing Unit at Punjabi Bagh to learn block-printing on fabric. As a team, it was decided to block-print on white cotton Kota dupattas. The dupattas were printed by the team which had learnt the printing. Cotton dupattas, table napkins were block printed and sold at different Navrang events at AADI.

EDaksh - Towards Digital Inclusion : Accessible Computer Training

Realizing the huge gap in digital literacy, AADI in collaboration with Canara Bank set up E Daksh, a completely accessible IT training center to cater to needs of people across disability. It was inaugurated on 28th Nov 2015 by the CMD, Mr. Rakesh Sharma. It has been a path breaking enterprise. Both the organizations share a strong determination that the youth who will pass out from this centre will find the much deserved and rightful place in the organized industry. The outcome of the training is either employment and/or learning the skills for daily use.

EDaksh started with the first batch of training on 12th December 2015 with 14 students. The basic IT literacy course designed is aimed at imparting a basic level appreciation of computers to the students with emphasis on hands on training



**Working with a weighted bracelet on to Track Ball Mouse being used for inputs
reduce movements**

The layout of the training rooms is so planned as to ensure easy physical access for people with disabilities. Furniture and seating accommodations have been designed specifically; hence different kinds of tables and chairs are available. There are tables with in-built wedge, which can be adjusted at an angle as per the user's requirement. The table's height can be adjusted simply by using foot blocks under the table legs. Apart from the ergonomic computer chairs, there are wooden chairs which have movable armrests on either left hand side or right hand side. These armrests can be slid down for a wheelchair user to transfer onto the wooden chair.



Different kinds of hardware and Software as part of assistive technology are available to make learning easier for students with diverse needs. Trackball mouse, large switches, large keyboards and software such as Dragon and JAWS Pro Talking, facilitate the learning for students with specific impairments to overcome barriers in learning.

A Glimpse of a computer class in progress

Workshops on Skill Development

The Employability workshop for young adults was held in August. The aim of the group was to work together to develop the skills of communication, planning, problem solving and decision making.



Employability Workshop

Creating avenues for internships/ skill development for people with disabilities

- Training linkages explored with Geetanjali Salon (Beauty culture) & Tatsat, another organisation explored as an outlet for jewellery items made by individuals at AADI.
- Lal Bahadur Academy, Government approved facility has many vocational courses. Despite the mandate and the willingness to take people with disabilities, the centres are not accessible for people with physical disabilities.
- Lunch Box 17, an initiative of an NGO, Swehchha, has trained women from the slum community in Khirki Extension to cook and cater food for customers. We aim to match the skills of our clients in the cooking club with the work that they are doing, to avail this opportunity for training.
- Established links with Lajpat Bhavan to explore options for packing and labelling for one of our clients, Sunil. From September onwards, the Society will take on the stipend and the travel expenses for Sunil.
- HR Vision, a placement agency contacted us for placing candidates with disabilities in open employment for Data Entry and BPO processes. Further discussion to facilitate the process is underway.

Access to Clubs and Events

The Clubs are the space for members to pursue their interest. The clubs are also avenues for people to learn life skills like self-care, mobility, communication skills, and social skills, planning, and organizing etc. The four clubs, namely the Art Club, the Gardening Club, the Cooking and the Music club happen on regular basis at AADI. This year a total of 123 members attended these four clubs. 282 persons attended various events through the year like Goonj, Sursaptak, Snehbandhan and 96 people participated in organizing these events.

Art Club

The members of the Art Club wanted to explore new ideas of painting. The concept of Still Life painting was introduced to the members. This concept facilitated the members to look at the subject (like flowers, vegetables and fruits) given for painting and interpret it, through different medium of paintings. They used different material as well as pencil sketching for the still life painting. The members are able to access their files on their own, from an accessible rack. A member using a wheelchair has a tray attached to his wheelchair to serve as a table for him. It has been modified to keep the colors and other items on it without spilling. A crayon set was also bought which has longer and plastic holder which makes it easier to hold. An accessible work station and chest of drawer was made for members to work in the Art studio. Members of the Art club went to several art exhibitions like the annual exhibition organized by FOD. They not only learnt to appreciate the paintings which were exhibited but also to see various aspects of organizing and managing an art exhibition. These members organized the annual art exhibition at AADI named **Srishti** with the theme of still life.

Art Workshop in Summer

*Summer Art workshop was organized in June in which 23 children participated. It was an inclusive workshop for children in age group of 6- 18 years, organized at AADI from 1st June to 12 June 2015. The theme for the workshop was **best out of waste**. The workshop was attended by children from care plan, their siblings and children of staff members. The Art mentors Ms. Prenita Dutt and Ms. Sapna Bhardwaj facilitated the workshop.*



The cooking club members contributed to the celebration and prepared cool mango drink (aam panna) for the workshop participants.



Art Summer Workshop in progress

Cooking Club

The cooking club this year chose the theme of health food. The members learnt to make salads with a variety of easily available ingredients and dressings. Some of the members also tried the recipes at home. Members have practiced and are now familiar with the process of making food items like Veg Pulao, Matar-Kulcha, Halwa, Salads, and Raita etc. Four members have started cooking at home and/or supporting their mothers in cooking at home.

The members now taken on the ownership for keeping the cooking room clean and tidy. They also support each other while doing chores. Accessible kitchen items like choppers were bought to make chopping easy. An accessible tray with handle was specially designed and made.

Four members participated in Maggi Festival held at Lodhi Garden where they cooked Maggi and served it to the visitors. It was an enriching experience for members to cook two different variety of Maggie and serve it to customers simultaneously.



Participation Of Cooking Club Members In The Maggie Festival

Music Club

There are 21 members who attend the weekly Music Club. AADI music club for the first time organized a summer camp for children in the age groups of 6-12 and 12-18 yrs in the month of June. Children had a very good time and they learnt new songs, tried out some instruments and visited the Musical Instruments Gallery at Rabindra Bhavan. The camp culminated in a performance on 6th July which was attended by their parents. Both children and parents shared some very positive experiences of the workshop. The summer camp was facilitated by resource people from Manzil-Preeti, Abhishek and Saad.

It was an inclusive group of performers comprising both non-disabled and children with disabilities. The performance was a mix of rhythm and vocals. Parents who were part of the audience appreciated the enthusiastic participation of their children and wanted more such workshops to happen. Two members, Megha and Tarvinder, also got a chance to participate in a programme organized by Manzil at the American Center.

Sursaptak

“Sursaptak”, AADI’s music event held on 11th April, 2015, was enjoyed by one and all. The music club members made a confident presentation of their skills in both rhythm and vocals. They created an orchestra using clapping and musical instruments like drums, tambourine, ghungroo and utensils. Nilendu Das, a percussionist and Manzil mystics, a Delhi based band joined them to give a one of its kind inclusive performance. This was followed by a performance by OSA Drum circle, their beats of African drums making an instant connect with the audience. Mystics, who write lyrics and compose music of their songs which are socially relevant, gave another performance which had the audience dancing away. The event was organized by persons with disabilities as part of various committees like venue, stage and sound, decoration, refreshments etc.

Goonj

Another musical event was organized on 12th March 2016 “Goonj” with participation of different music groups and individuals. These included AADI’S MUSIC CLUB, SONATA, OSA DRUM CIRCLE and individual performances by ASHISH DHA, NIRVAN & ANUPAMA. The music club members performed a medley of songs and also two full songs along with accompanying instruments. The music event was enjoyed thoroughly by everyone.



Music Concert Goonj and Sursaptak

Gardening Club

An account of all the skills learnt in the previous year at the Gardening Club was undertaken by members at the beginning of the year. The focus was on preparations for annual tree plantation event, launch of AADI nursery and work on composting skills.



Preparation of Saplings for the Nursery

This year AADI Nursery was inaugurated along with the **Vrikshotsav** event in the month of July. Nearly 100 plants of 40 different species were prepared by the garden club members and displayed. There were pots, baskets, decorative plants, plants in recycled material like old bottles. It started with a bang and many plants were sold. In the month of August a few herb and vegetable plantation was done like Lemon which were taken care by the gardening group.

Flower show

The flower show was held in March at Gulmohar Park club. This time the theme was planting using waste as well as organic kitchen farming. Plants were prepared in old commodes, washbasins, shoes, bottles and other pots and pans. The idea was to spread the message about recycling and reusing things as well as the idea that gardening need not be very expensive. Organic kitchen plants, herbs and seeds were sourced from Vividhara an NGO working towards organic plantation and saving the traditional seeds. The visitors showed lot of interest in the show as well as appreciated the contribution of people with disabilities.



Innovative Decorations at the Flower Show



Access to Leisure and Life skills

Four adult members who were always cooped up at home planned and went for outstation trip to Dehradun and Musoorie supported by AADI Staff. It was a new experience for few of them since they had gone out for the first time without the parents. Members enjoyed staying together in hotel, visiting places of tourist interest and shopping.



Glimpses of the Outstation Trip

Diwali Mela

The Diwali Mela was held on 31st October. All the members actively participated in planning of the event.

On the day of the event, there were different stalls selling Diwali gift items, decorated candles & diyas, ladies suits, cushion covers, table mats, block printed dupattas etc. Few of these stalls were put up by people with disability. There were stalls by some individual vendors and NGOs like Yes We Can, Craftkari, Kriti and Jugaad. Adult members were linked to these NGOs to support them on the stalls.

Design your own diya was a special attraction for all. Guests, especially the children were happily choosing colors and accessories to decorate their own diyas. It was an enriching experience for the one and all.



Diwali Decorations Stall

Winter Festival

Winter festival was held on 19th December 2015. Members participated enthusiastically in organizing the event from planning to implementation.



Participation at the Game stall

The event was planned in a way that there was something of interest for all age groups.

There were games for all age groups which were designed to be accessible to all. There were stalls selling handmade products like handkerchiefs with crochet lace, crochet lace plate cover and Bandarwar, Laced Table Mats etc. There were other stalls selling gift items like jackets, sweaters, woolen socks, mufflers, wallets, belts etc.

Children could be seen getting tattoo done using colors without piercing. Small and young girls were happily getting their hair braided. There were stalls selling chocolates, cakes, cookies and cupcakes. At the food court, people were enjoying hot mixed vegetable soup which was prepared and sold by the cooking club members.

The highlight of the winter festival was the photo booth which had large backdrops of hot air balloons and buildings. Children and adults alike were posing and getting themselves clicked. They were happily showing the photographs to all. Adding to the festive atmosphere was the recorded music and live performance by the members of the Music Club.



Children at the photo booth

2.2 Capacity Building of families

Parent meetings and Trainings:

Families are one of the primary stakeholders and resources available to persons with disabilities. The progress of the child is closely dependent on the environment the child is in especially for younger children. It is important for parents to be in good mental and physical health in order to look after the needs of the child. Work in these crucial years focuses on work with parents and transferring skills to them to look after the needs of their child, focusing on developing opportunities in life they would like to enjoy just as all other children do.

This year parent training and parent meetings were held with specific age groups like 0-3yrs, 3-6yrs, 6-18yrs, 25years and as well as for parents across all age groups. Information was shared with parents as per the need of the group like preparation for school, importance of going to school, on different schemes and government processes such as making a disability certificate and availing Niramaya Health Insurance. The effort was to understand their needs, share AADI processes and perspective, educating them and sharing information about accessing health, education, recreation services in the community.

During the meetings one of the needs that emerged is that of specific therapy, and parents also suggested transport as an issue for not accessing services. In all 83 families were linked to parent trainings and 33 were linked to parent meetings. The follow up was organized with individual families.

2.3 Link to Community Resources

The care plan process aims to facilitate access to services by linking persons with disabilities and families to resources in the community, with the aim of developing comprehensive services for a person with disability taking into account the abilities, barriers, avenues for participation and opportunities along with the impact of impairment the person with disability experiences.

Comprehensive assessments, building capacities, linking the families to resources, developing/creating access to services/resources/events, training of parents/caregivers, crisis intervention; direct interventions are a part of the care plan process.

Access to Health Resources

A total of 107 people were referred to various health resources in the community for

- 45 for Mental Health Issues
- 10 for Epilepsy
- 32 for Orthopedic Interventions
- 9 for Surgical Interventions and
- 3 for Nutritional Guidance
- 38 people were accompanied by the team to facilitate access to Health Resources

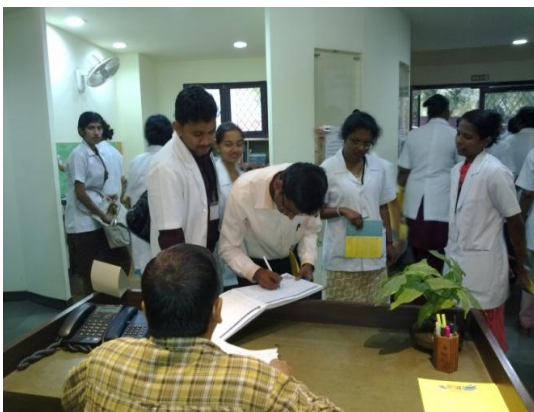
Access to Financial Resources	Access to Government Schemes/Provisions
<ul style="list-style-type: none"> 146 individuals availed financial assistance for various needs including care giver support, aids and appliances, educational fees, medical services and medicines and travel and transport. 	<p>Support was provided to families to access government schemes & resources.</p> <ul style="list-style-type: none"> 88 individuals acquired a Disability certificate 60 people registered/renewed Niramaya Health Insurance Scheme 26 Legal Guardians were appointed by local level committees. 36 linked to government disability pension

3. Sambhav Resource Center

Sambhav – Making Inclusion Possible is a project of National Trust in collaboration with AADI and Saarthak. Sambhav is a National Resource Centre that showcases assistive devices, hardware and software for persons with disabilities (PWD) besides demonstrating concepts of Universal Design and independent living. A total of 458 persons visited Sambhav this year.

There were 146 Architecture students (School of Planning & Architecture) and Nursing students of Jamia Hamdard, 94 professionals from various fields like acting professionals from England, A Team of 3 from Japan & 2 MSJE officials 21 trainees and interns from SOIL, School Of Social Work visited.

The resource center was also utilized by the teams in care plan process for demonstration and conducting assessments in various life domains. This year 162 families and persons with disabilities were provided with demonstration and 35 assessments were conducted in the center. It was also utilized for providing hands on training to 46 persons with disabilities in computer skills.



Nursing students from Jamia Hamdard University



A member using Contrast Enlarged Font Colour Key Board

SECTION II: CAPACITY BUILDING OF RESOURCES

There is a significant gap in the number and quality of human resources required to implement rights based disability programs. The training is traditional and is steeped in the medical impairment model rather than the social model of disability. The focus of our training this year was to sensitize and build the capacity of human resource to provide inclusive services in the areas of education, employment and health to persons living with disability in their communities.

<p>4. Inclusive Education Resource Development</p> <p>4.1. BAG Project in Alwar, Rajasthan</p> <p>4.2. MCD School Project in Delhi</p>	<p>5. Inclusive Employment Resource Development</p>	<p>6. School Of Rehabilitation Sciences:</p> <p>6.1. Training programs for Professionals</p> <p>6.2 Trainings / Workshops attended by AADI staff</p> <p>6.3 Supporting Internships of Students from Other Training Institutes</p> <p>6.4 In house Staff Training Program</p>
---	--	---

4. Inclusive Education Resource Development

4.1 BSS-AADI-GEF Project on Inclusive Education

The BAG project on inclusive education is a collaborative initiative of three organizations, Bodh Shiksha Samiti (BSS), Action for Ability Development and Inclusion (AADI) and Good Earth Education Foundation (GEF). It aims to ensure that all children have access to quality education, including children with disabilities, within the catchment area of the thirty nine BSS schools.

The project is located in Alwar which is a district in the state of Rajasthan, in India. The district has 12 sub-divisions or blocks.

Till date a total number of 886 children with various medical or health issues have been identified in the schools. Since the last one and a half years 570 children have been identified. Approximately 55 percent are males and 45 percent are females.

The objectives of the project are:

- To increase access to educational opportunities for all children, including children with disabilities in the catchment area
- To equip teachers with information and skills that address diversity in their schools, with a focus on children with disabilities
- To equip teachers, parents and community volunteers to access community resources, to address the needs of people with disabilities
- To document best practices for inclusive education, at the end of the project period

Activities envisaged were aimed at:

- Increasing the level of knowledge and skill base of the 175 teachers and supervisors, to enhance the micro level skills for including children in the classroom processes-including planning, teaching strategies, evaluation and accommodations for different impairments.
- Integrating this knowledge base into BSS's regular training processes so that there are more opportunities for teacher to revisit and for them to continue to learn further.
- Continued capacity building of skill and knowledge base of the Bodh team which would lead to integration of these skills into the BSS internal functioning, training and monitoring processes.
- Continuation of medical interventions.

Teacher and School Principal Training in May 2015:

- A four day training program was conducted in Bodh goan attended by total 69 people -24 principals, 42 teachers and 3 coordinators.
- Training focused on forming a common information base among teachers and principals, understanding current strengths and information gaps; and identifying challenges being currently faced and possible ways to overcome them.
- Information on impact of impairment, strategies and material for language teaching in a diverse class shared.
- Teachers prepared multi-sensory teaching aids and were guided on teaching of Maths concepts
- Session on understanding and teaching of life skills, especially for children who find academic learning difficult and uninteresting.
- The principal's group dwelled on their roles and responsibilities towards the entire school and specifically for ensuring inclusive processes in their school.
- The teachers group had a discussion on the importance of planning and ways of planning at various levels for a diverse class, endeavoring to be inclusive



***Principals sharing a vision of their schools
Through the songs they composed at AADI***



Teacher Training at Bodh Gaon

Intervention for addressing medical needs-Out of total 886 children identified till date approximately 376 required supports in accessing medical care services during this period and approximately 464 visits were made to facilitate these medical interventions.

- Approximately 27 children underwent ear operations and eye surgeries. The local medical care resources identified in Alwar block continue to be accessed by the local medical services. 328 visits were made to these local resou 52 visits were made to Delhi for operations etc.

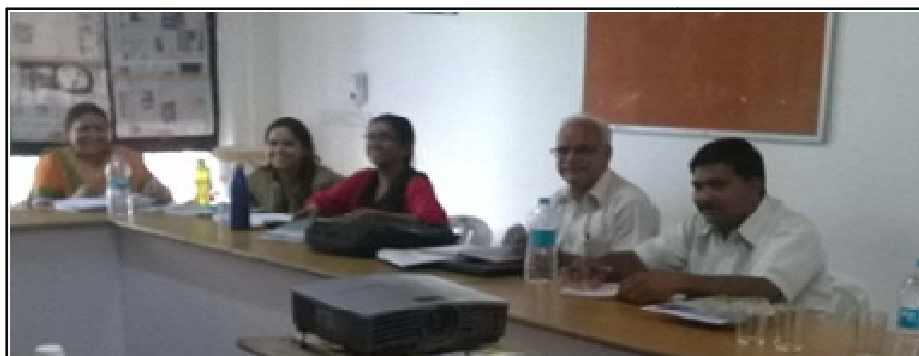


Eye Check up

- The Shroff Eye Center, Thanagazi took the initiative to organize eye checkup camps again in BSS schools. A total of 237 children received spectacles after an eye examination. They plan to continue organizing such camps.

Education Research Center (ERC) Trainings in May 2015:

The orientation of the members of the Education Resource Centre (ERC) was attended by 13 people and was held on 21st and 22nd May 2015 in Kukas. On first day, they were updated about work carried out in the last four years under the BAG project. ERC members shared their roles and responsibilities.



ERC training in October 2015

Organizations visits were planned for ERC team of Bodh to get exposure regarding education work with children with disabilities. Six ERC members came to attend the training. As per plan, the ERC team visited 'Sunie' and 'NAB' organizations to get exposure regarding work with children with hearing and visual impairments. 'Sunie' believes in full inclusion.

In conclusion AADI and BSS team, worked well together. Joint efforts have led to positive changes in children's lives, teachers, principals and coordinators skills. Further innovations are required to address persistent issues like irregular attendance. Thus as stated last year as well, even though marginalization, diversity and power disparities continue to impact the lives of persons with disabilities negatively; all the three organizations remain committed to bring about a change, by working together to address the issues and appeared to have made a positive difference in the lives of children.

4.2 MCD School Development

AADI is working on a 5 year project in 5 schools run by the Municipal Corporation Delhi (MCD), 2 with South MCD (SDMC) and 3 with the North MCD (NDMC). Work in these schools involves capacity building of teachers to address the diversity in their classrooms.

Trainings:

Training in widening the perspective of teachers into addressing the needs of all children including the ones being left behind or out was done in both the North and South MCD. In North MCD the 3 schools in Ballimaran –Charkhewalan, New Ballimaran and Fatak Badwala. Meeting with the 3 principals, observed the classes of the new teachers and held a meeting cum training of 9 new contract teachers. We have also connected with the 3 classes of Teach for India (TFI) fellows, which are English medium but doing quality work with the children.

Teachers meeting cum training in Sangam Vihar school was organized for 11 new contract teachers. There was good interaction and some teachers could share their experiences with children who are slow and behind. They were given “Divaswapna”, a story of a teacher’s journey against odds to connect with the students and help them to learn with joy. A list of 11 children with disabilities in the school was shared by the principal. The teachers were guided as per the need of the individual client. Physiotherapist and educator from AADI assessed the child. A wheelchair was recommended for outdoor mobility and they were asked to come to AADI for follow up.

Community Awareness Raising:

Two community awareness raising visits one each in Ballimaran and Sangam Vihar along with another street theatre group were conducted. Both included persons with disabilities as part of the team, directly interacting with the community. Teach For India fellows organized an information sharing and interactive session for the entire school staff, children and parents. They shared through a presentation all the schools resources, capacity, student details etc. They had also invited the local RWA president, the MLA and commissioner. We took the opportunity and shared about AADI and its work in MCD schools. A project on Swachta Abhiyan was started with the teachers. The idea was to understand that basic hygiene is as necessary for children as the teachers themselves.



Community Awareness Raising through Street Play

5. Inclusive Employment Resource Development

Working with employers to sensitise them to the abilities of people with disabilities and the need to provide adaptations and assistive technology at the work place, is an integral component of creating resources for inclusive employment. One of the key issues is the lack of exposure of the industry to the abilities of people with disabilities in real work situations. Internships at job sites helps to challenge this mindset of the industry, as they realize that people with disabilities have the knowledge and capacity to perform various job roles. It is often negative attitudes and the lack of reasonable accommodations at the work place, that adversely impacts their contribution, and not because of an inability to perform the role.

AADI was selected to be part of the core group of the Persons with disability Sector Skill Council (PwD SSC), to develop skill sets for different verticals, in consultation with Sector Skills of industries like hospitality, retail, banking and the IT industry. National Skill Development Council (NSDC) was coordinating this process. AADI put together recommendations for assistive technology and reasonable accommodations for people across disabilities as part of an Advisory Note for different job roles at the request of NSDC.

An initiative was undertaken towards creating films to showcase successes in the employment of disabled young adults, of covering different sectors like Hospitality, Retail, IT/ITES and Banking. Four people with disabilities were selected in the urban area, to document the life journeys towards work, besides the impact of being economically self sufficient on their lives. These films are being made in collaboration with Splat Studio. The scripting and shooting of the four films is complete and work on the editing has begun.



Mohit at Punjab and Sind Bank

Mohit Arora is a 26 years old person started working as a probationary officer at the Punjab and Sind Bank Jehangirpuri, Delhi. Mohit was always a hardworking and a bright student. Before joining the bank, he used to take tuition to support his family. Mohit has Cerebral Palsy.

Mohit wanted to get into banking. He was facilitated by AADI to join a coaching centre which prepares aspiring candidates to face the interviews confidently. The coaching gave him the required confidence and Mohit could clear the interview. He got selected in Punjab and Sind Bank. His first appointment was in Punjab state.

Mohit was apprehensive of joining the bank in Punjab as he was worried about his father's health condition. He was supported to refer to the head office at Delhi where the HR person supported him and he was transferred to Delhi from Punjab. He underwent training in the Delhi head office and joined in the Jehangirpuri branch. He is now well settled as a probationary officer at the Punjab and Sind bank.

Mohit likes to meet new people and make friends. He loves to write poetry and very soon his poetry is going to be published in Punjab & Sind Bank magazine. Today he is most satisfied with his present work profile. He takes out time to teach children from nearby slums. This is his way of contributing back to the society.

His mantra for life is: Never to give up. He wishes that the parents of all children provide opportunities and support so that they can manifest their true potential.

6. School of Rehabilitation Sciences

6.1 Training programs for Professionals

- Half day training was conducted for teachers from the VISHWAS, an organization which runs an inclusive school. The focus was to orient teachers on alternate communication methods for children with disabilities. Prior to the session, observations of children were made within the classrooms. This session was attended by 15 teachers and served as a base for a more detailed and specific session which will be conducted in the next quarter.



Training held at Vishwas

- After a massive advocacy effort conducted by activists with disabilities with the Bureau of Civil Aviation Security (BCAS) and Central Industrial Security Force (CISF) on the issue of mistreatment of people with disabilities at airports by security staff, the CISF has agreed to take on training of its personnel across 37 different cities. AADI has been listed as one of the resource organizations for training and sensitization of CISF officials. Even within Delhi, there would be approximately 4500 personnel to train where 20 trainers would be required.
- Sensitization and perspective building sessions on disability were conducted at Jesus & Mary College and Kamla Nehru College. The impact of the session was that 2 students are now volunteering at AADI.
- A 3 hour session on the condition of Cerebral Palsy and Interventions was held for 20 students of the Advanced Diploma in Child Guidance and Counseling conducted by NIPCCD. The session was interactive and a first exposure to childhood neurological disability for most participants and was well received by participants.
- A session was conducted for 65 Master trainers of SSA from different States of the country on Inclusion of Children with Cerebral Palsy in classes. Master trainers will further train SSA resource people, placed in government schools, in their States. The session provided an initial sensitization for the Master trainers on possible accommodations and minimizing of environmental and attitudinal barriers.
- Two sessions, one on locomotor disability and one on inclusive education were conducted for approximately 20 students of the Diploma Course in Special Education conducted by Action for Autism.

6.2 Trainings / Workshops attended by AADI staff

The different Trainings and workshops attended this year have helped keep abreast of latest developments in the field, contribute to National level discussions and take the learning back to people with disabilities and their families. Highlights of different seminars and conferences attended are given below:

- Two staff members attended workshops organized by TIE (The Indus Entrepreneurs)- 'Towards an Inclusive workplace: series of workshops on different models for training and Employment'. The workshops gave insight into the need for sensitization, job mapping, pre vocational training etc.
- The 2 day meeting of the National Committee on the Rights of persons with Disabilities organized by NCPEDP was attended by 7 staff members. The meeting focused on Accessibility in the Built Environment & Accessibility related to ICT and brought together ways of addressing barriers in this area & facilitating the group of persons with disability as leaders.
- A meeting of organizations registered with National Trust was held at Muskaan and attended by 1 staff member.
- Participated in the regional roll out workshop for 'Handbook on Including Children with Special Needs' organized by NCERT. The purpose was to orient approximately 55 trainers from 10 different states on the curricular adaptations and accommodations needed for children with disabilities at the primary level.
- Participated in a review workshop conducted by NCERT to review language books (Barkha Series) and give suggestions on how to make them more user friendly. Suggestions were given on improving the clarity, illustrations and layout. These will be collated by NCERT.



NCERT workshop

- Participated in the orientation conducted by Equal Opportunity Cell, Satyawati College, Delhi University of students with disabilities. Information was given on AADI and its work. There was an opportunity to interact with faculty members teaching a student associated with AADI.
- Equality +20, a two day conference was attended by a group of 8 people from AADI. This included 4 staff members and 4 youth with disabilities, 3 from the urban programmed and 1

from the rural programmed. Equality +20 was jointly organized by NCPEDP and American India Foundation and supported by Mindtree. It was organized as a celebration of 20 years of existence of the Persons with Disabilities Act of 1995. Different leaders of the disability movement, including Ms G Syamala from AADI, spoke on the history of the disability movement and the passing of the 1995 Act. There were sessions on disability, built environment and transport; ICT and Accessibility and Employment. A book “20 Stories of Change,” highlighting 20 stories of people who used the law to access their rights and create a change in their lives. It was a good experience for the younger members with disabilities as they got a lot of information on the current issues.

- A half day workshop “The Power of Roles: Ideas that Matter in Disability Work” was organized by Muskaan and was attended by 1 person. Resource people from the Keystone Institute, the training wing of Hans Foundation conducted the training.
- A one day workshop on International Classification of Functioning, Disability and Health was held in Bangalore, organized by Mobility India. Ms Catherine Sykes, Professional Policy Consultant WCPT and WHO Co-chair Functioning and Disability Reference Group was the resource person. The workshop covered the basics of ICF and the coding system. Examples of how ICF is being used were demonstrated. For many participants it was a first exposure to ICF. AADI’s ICF based assessment tools were shared with the resource person who gave inputs and suggestions.
- One person attended a one day National Conference on Special Abilities, breaking down the Barriers & Role of Industry organized by CII to understand the current scenario for people with disability in the employment sector, to understand the barriers.
- 2 day Techshare workshop was attended by 4 people from AADI and was useful in understanding the role of technology in improving accessibility and breaking the barriers in different sectors like education, employment, recreation etc.
- 3 day Music Education Seminar organized by IGNCA was attended by 2 people with the focus of linking music to education for people with and without disabilities. AADI presented on the experiences of the learning with adult members of the music club.
- A 2-day training organized by NCPEDP on conducting Access Audits was attended by 2 people from AADI. It was useful to get familiar with international standards of measurement and formats for reporting.
- Two day workshop organized by IICP on Ageing and Cerebral Palsy and on Feeding and Swallowing Difficulties in Cerebral Palsy, conducted by Susan Balandine, Speech and Language Pathologist from Deakin School of Health and Social Development, Australia was attended by one person.
- A one day workshop “Towards an Inclusive society Workshop series-3”, organized by TIE (The Indus Entrepreneurs), was attended by one person. The workshop provided a forum to

learn from experiences of people from corporate sector who have adopted inclusive employment practices and highlighted the need for sensitization, job mapping and working in collaboration.

- A one day meeting was attended by 2 people at Delhi School of Social Work, Social Work Department, Delhi University to discuss the field work and placement of their students.
- 2 inspections were conducted for RCI of Spastics Society of Tiruchirapalli and NIEPMD in Tamil Nadu. Both these organizations conduct courses affiliated to RCI.
- Meeting was held at Ambedkar University to discuss issues with accessibility in the campus. A follow-up meeting was held in AADI and suggestions given to improve access.

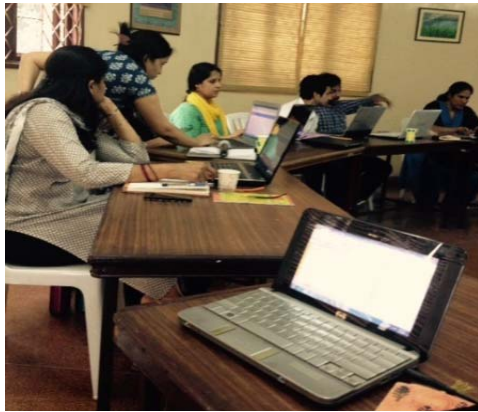
6.3 Supporting Internships of Students from Other Training Institutes

- Four interns from School of Inspired Leadership (SOIL) have completed their internship at AADI in the last year. 3 new interns from SOIL have joined from the end of June for a year's period, They are being given an exposure to the work at Ujala and are also being linked to the various aspects of the Jeevika work. The focus of the internship is to support the Jeevika process of skill training and linking to employment of adults with disabilities. They have been part of various activities such as the employability workshops, interacting with people with disability and understanding the specific and general soft skills at work.
- Shiva Dawar from the Symbiosis Institute of Media and Communications, Pune completed a month's internship at AADI in June. He helped to put together the script for the employability films on four adults with disability.
- One student from The British School was given an opportunity to be part of different AADI activities including interacting with people with disabilities at Ujala for about 4 days as an exposure to an NGO working in the field of disability.
- 2 students from Jesus and Mary College are interested in work with young people with disabilities in the areas of Art and providing academic support. At present they are supporting in the Art Club.

6.4 In house Staff Training Program

- The first sessions of the year took forward the trainings from last year on working effectively as an ADIT team member, focusing on addressing all needs of the person across age groups.
- This was followed by training on the area of data collection and documentation. Based on feedback from last year, a new format was developed for the monthly collation of work done with individual clients. The staff was trained on using the tool and after completing one set of collations a follow up session was also conducted.
- An area that came up as a further need for training was on the use of Excel. A subsequent training for 15 ADIT team staff members was conducted by the organization 'I volunteer' on the use of 'Excel' for data collection, collation and analysis. The session was interactive and

the people found it very useful. There needs to be internal follow up of the training to consolidate learnings.



Staff Training Conducted by 'I volunteer'

- A comprehensive training program for assessments was conducted. During the months of August and September, sessions were held on early years, reading, math, communication, mobility, self care, life skills, computers and work skills assessments. The focus of the sessions was to reiterate and review the importance of the area as well as to introduce ADIT team members to the assessment format in that area.

SECTION III: AWARENESS RAISING

- The film **‘Margherita with a Straw’** is the story of a disabled women’s discovery of her sexuality. TV channel **Headlines Today** had one of the episodes of their chat show ‘Couching with Koel’ on this theme, with the shooting held at AADI. The director of the film, Shonali Bose and the actress playing the lead, Kalki Koechlin were both interviewed by Koel Purie. A group of approximately 25 people with different disabilities were part of the audience and got a chance to raise disability related issues.



The Panelists



The audience during the shoot

- Two young people with disabilities had a chance to participate in an interaction with the **Global Advisor on Disability to the World Bank**, Ms Charlotte Mc Cain, and put forward their issues. Ms Mc Cain was keen on having an interaction with young people with disabilities to have an understanding of their issues before meeting up with the minister for human resource development the following day. It was a lively interaction of young people where issues like physical inaccessibility in schools and colleges, attitude of teachers, inaccessible school/ public transport, unavailability of sign language interpretation, unavailability of books in alternative formats, low payment to scribes, attitudes of employers, extra expenses incurred by students with disabilities on private transport, assistive aids etc. were discussed.
- Approximately 15 people from AADI participated in the peaceful candlelight vigil organized by the **Disability Rights Group** to protest against the delay in the passing of the proposed New Law.



Candlelight Vigil

SECTION IV: FINANCIAL STATEMENTS

FINANCIAL STATEMENTS SUMMARY OF AUDITED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2016

PARTICULARS	31st March,2015 Rupees (In Lakhs)	31st March,2016 Rupees (in Lakhs)
INCOME		
Donations	77.51	67.18
Interest	46.12	45.33
Grants	31.22	50.23
Income from other sources	151.48	161.58
TOTAL :	306.33	324.30
EXPENDITURE		
Administration / Establishment	104.09	115.3
Depreciation	9.14	12.36
Expenses on the objects of the Society	181.40	203.91
TOTAL :	294.63	331.57
Amount transferred to Earmarked Fund	11.70	(-) 7.27

Compiled from the Audited Financial Statements of the Society

For CHANDIOK & GULIANI
(CHARTERED ACCOUNTANTS)
FRN No. 001199

V.K.LALLA
(PARTNER)
M.No: 80847



For Action for Ability Development & Inclusion

SECRETARY / EXECUTIVE DIRECTOR

Gyanada

SUMMARY OF AUDITED BALANCE SHEET AS AT 31ST MARCH 2016

PARTICULARS	31st March,2015 Rupees (in Lakhs)	31st March,2016 Rupees (in Lakhs)
LIABILITIES		
Corpus Funds	602.93	602.93
Earmarked Funds	714.83	700.35
Current liabilities	71.73	80.35
TOTAL :	1389.49	1383.63
ASSETS		
Fixed Assets	89.98	96.67
Investments	452.00	427.00
Current Assets and Loans & Advances	122.14	107.32
Income and Expenditure A/c	745.37	752.84
TOTAL :	1389.49	1383.63

Compiled from the Audited Financial Statements of the Society

For CHANDIOK & GULIANI
(CHARTERED ACCOUNTANTS)
FRN No. 001199

V.K.LALLA
(PARTNER)
M.No. 80847
Place: New Delhi
Dated: 23rd November,2016



For Action for Ability Development & Inclusion

SECRETARY / EXECUTIVE DIRECTOR

Gyanada

SECTION V: STAFF LIST (AS ON MARCH 2016)

Executive Director: Gidugu Syamala

Deputy Executive Director: Madhu Grover **Director:** Renu Anuj

Managers / Coordinators of Activities

■ Anita Lodhi ■ Charulekha Khandelwal ■ Manavi Jalan ■ Manjula Mehra ■ Meenakshi Sharma
■ Nidhi Jalan ■ *Neelam Dutt ■ B. Anuradha ■ Shahana Chakraborty ■ Meenu Manchanda
■ Sheetal Batra ■ Praveen Kr. Singh ■ Darsana Khir ■ Jitender Tomar ■ Sarfaraz

Rehabilitators (Associates)

■ Chandeshwari Tiwari ■ Narender Pal Kaur ■ Raminder Kaur ■ Vinita Nagpal ■ Manuja Mishra
■ Dimpri Raisinghani ■ Shweta Ladsaria ■ Md. Saukat Hossain ■ Mohita ■ Puja Lalchandani
■ Indernil Chakrovarty ■ Deepak Jain ■ Shipra Singhal ■ Ruchika Kaushik ■ Anushree Das
■ Yoginder ■ Chanchal

Administration, HRD, Finance & Resource Mobilization Staff (Urban)

Manager/Coordinator of Activities

■ R. K. Sahani ■ Gavender Kumar ■ Seema Ghosh ■ M.S. Sridhar

Associates / Asst. Executive Officer

■ Harpreet Mehta ■ Saranjeet Kaur

Secretaries / Telephone Operator

■ Minakshi Sharma ■ Nisha Sawhney ■ Rajeev Uppal ■ Yuna Noor ■ Vinay Viz

Jr. Assistants / Receptionist

■ Muthu Subramaniam ■ Neena Sharma ■ Pankaj Kapoor ■ Sanjay Sharma ■ Uttam Mandal
■ Chetan Razdan ■ Atul Mohan Mehta ■ Gurucharan Singh

Non-Technical Staff

■ Ajit Baxla ■ Amar Singh ■ Anita Devi ■ Bimla Chauhan ■ Birender Kumar ■ Gyanesh Tyagi
■ Hans Narayan ■ Jai Singh ■ John Kindo ■ Jokhu Ram ■ Kaleshwar Singh ■ Kamini Prasad
■ Meen Bahadur ■ Meena Singh ■ Meera Devi ■ Nagender Yadav ■ NandLal Sharma ■ Nirmala
Devi ■ Om Prakash (Jr.) ■ Om Prakash Chauhan ■ Ratankali ■ Shanti Paswan ■ Sovan Singh
■ Sunehar Singh ■ Surender Mishra ■ Suresh Kumar ■ Upender Yadav ■ Vishwajeet

* Left during 2015-2016

Rural Centre at Dayalpur

Rehabilitators, Support Staff and Volunteers

■ ChamanLal ■ Devender Singh ■ Indira Vashisth ■ Kamla Devi ■ Kanta Devi Sharma ■ Krishna
Devi Arya ■ Rajpal Singh ■ Ramesh Chand ■ Richpal Kaur ■ Roshini Sarah ■ Sarbatilal
■ Sukhbiri Devi ■ Kailasi Devi ■ Omvati Devi ■ Rajwati Devi ■ Shakuntala Devi ■ Phoolwati Devi
■ Kela Devi ■ Kela Bati

* Left during 2015-16

SECTION VI : GOVERNING BODY

Chairperson

Dr Achal Bhagat

MBBS (UCMS, Delhi), MD (Psychiatry), PGIMER, Chandigarh,
MRCP Psych, Royal College of Psychiatrists, UK
Indraprastha Apollo Hospitals
Chairperson, Saarthak

Treasurer

Mr. Rajesh Kathuria

Chartered Accountancy
(Institute of Chartered Accountants of India, Delhi)
Practicing Chartered Accountant

Founder Member & Permanent Invitee

Dr. Divya Jalan

Founder Member
Dip. Physical Handicap (London University)
M. A. Early Childhood Education (London University)
Ph. D. Education (SNDT, Mumbai)
Consultant (Education)

Members :

Mr. Alok Sikka

B.A. (Delhi University)
Post Graduate Diploma in Journalism
Journalist

Ms. Kamla Bhasin

M.A (Economics) Rajasthan University
Advisor, SANGAT

Mr. Praveen Kumar Gurnath

MSW, (Community Development)
Program Manager, VSO

Mr. Sanjay Dutt

Chartered Accountant
Equities Broker and / Investment Banker Adviser

Mr. Amit Misra

MBA- International Business,
Indian Institute of Foreign Trade, New Delhi
Management Consultant, IMS Health

Ms. Renu Anuj Singh

M.Sc . (Agra University)
P.G. Diploma in Special Education (AADI)
Director, RCBR.

Vice Chairperson

Ms. Vandana Bedi

Dip. OT (IPH, Delhi)
P. G. Course in Management of CP
M. Sc. Occupational Therapy – Pediatrics (UK)
Consultant (Disability & Development)

Secretary & Executive Director

Ms. G. Syamala

M.A. Psychology, (Delhi University)
P.G. Diploma in Special Education (AADI)
Executive Director, AADI

Former Chairperson & Permanent Invitee

Mr. Sunil Mehta

B. Com. (Hon.), (Delhi University)
Chartered Accountancy, (Institute of Chartered
Accountants of India, Delhi)
Chairman & Managing Director, SPM Capital
Advisors Pvt. Ltd.
Alumni, Wharton School of Management, (University
of Pennsylvania) U.S.A

Dr. Mathew Verghese

MS Orthopedic (Surgery)
St. Stephens' Hospital

Ms. Veena Kumar

M.A. English, (Kanpur University)
Volunteer, Resource Mobilization

Ms. Anjali Kapoor Bissel

M.Sc. (Health Care Administration)
Hospitals Administrator
Indraprastha Apollo Hospitals

Mr. Rakesh Thukral

Graduate
Managing Director
Edelman India Private Limited

Ms. Madhu Grover

M.A. Psychology, (Delhi University)
P.G. Diploma in Special Education (AADI)
Deputy Executive Director, AADI



Action for Ability Development and Inclusion

2, BalbirSaxenaMarg, HauzKhas, New Delhi-110016
Tel: 26569107, 26864717; Fax: 26853002,
Email: aadi@aadi-india.org;
Website: www.aadi-india.org

Rural Community Based Rehabilitation Centre,
Dayalpur Primary Health Centre,
Ballabgarh Block, Faridabad (Haryana)