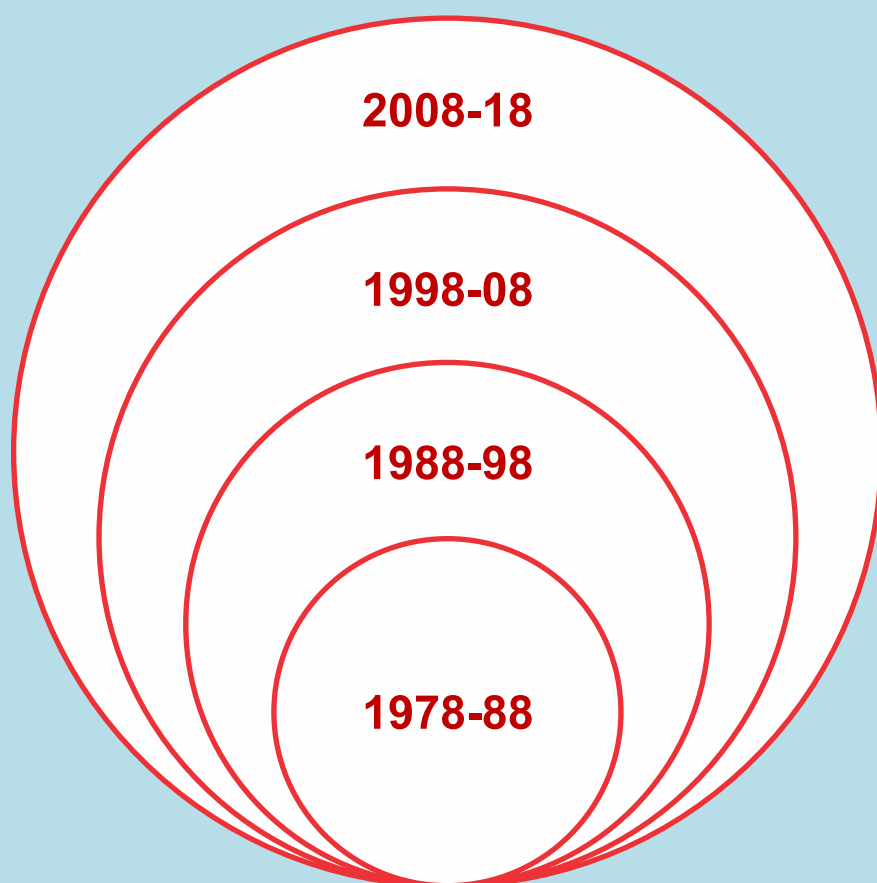




ACTION FOR ABILITY DEVELOPMENT AND INCLUSION

ANNUAL REPORT 2018-19



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 AADI is currently focusing on

Executive Director's Note

Dear friend,

AADI is 40 years old this year!!

To prepare for this special year, there was an internal dialogue that brought in varied responses and reactions – happiness and a sense of awe at the journey accomplished along with serious debates and reflections that focussed on impact of work on lives of people with disabilities. Many ideas to mark and celebrate the year were floated. Each idea required more human resource and more financial resource. There was an analysis and discussion on the resources available, current commitments, needs of people with disabilities and the focus for “Celebrations”. Finally, we decided to re-dedicate and re-commit ourselves to the Vision of an inclusive society and we celebrated the commitment over Chai (the famous in-house chai!) and the equally famous Samosas from Gupitaji!! The operational plans were revisited to ensure participation and inclusion of people with disabilities in all our activities.

During these reflections, what stood out as a hallmark of the organization in all these years was the commitment to constantly strive to do the right thing/make the right decision, focussing on the needs and aspirations of people with disabilities. AADI, had to take some bold steps from the beginning – be it ,rising to dizzying heights, in response to the needs of people just in a decade or so, or to innovate new strategies not acceptable to traditional thinking, or stand up against some policies/processes that would have negatively impacted the lives of people with disabilities, to raise resources in a transparent/ethical manner and not give into short term gains, or to close, change and re-align the strategies/programs to match the contemporary thinking and learning from the field . A legacy has been created!

Three Cheers to the collective strength - To the Founding members, all the current and former members of the Board, former and current chairpersons, management and staff – former and current, all people with disabilities associated with AADI from the beginning, families, friends, well wishers, volunteers and everyone who walked that extra mile – To everyone - Three Cheers!!!

In the following pages we have shared the evolution with a summary of timelines, a few photographs, a few narratives, and a few achievements with a glimpse into the current/future focus. Highlights of the year along with activities undertaken during the year are detailed in the following pages.

We have shared the financials and human resource details for the year 2018-19. The difficult economic situation in the country has had an impact on the resources and we see a significant dip in the income as compared to an expenditure that was periodically reviewed and kept to essentials and a basic minimum. We seek your support in altering the situation in the next few years.

We look forward to the next decade with great zeal and enthusiasm and are sure that a collective strength will take us to the next level! On behalf of the Board, Staff and members of AADI, I extend a deep, heartfelt “Thank You” to each one who joined in this journey toward an Inclusive Society.

In Peace



Syamala Gidugu

Secretary, Governing Board, Executive Director, AADI



Research

Service Delivery

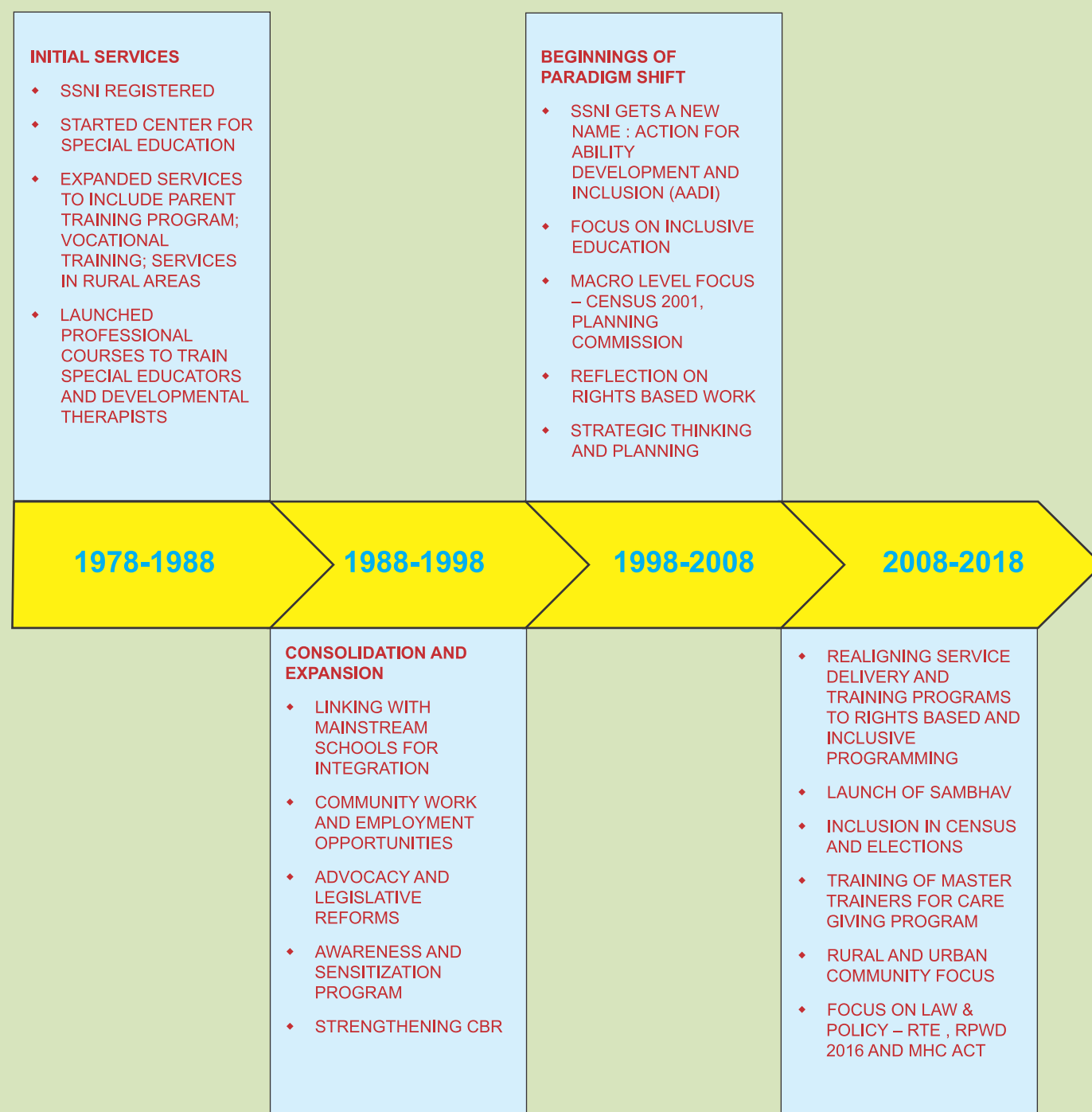
Capacity Building

Advocacy

Four Decades



JOURNEY OF FOUR DECADES 1978-2018



Some of the landmark achievements of this journey.....

The core function of AADI, to keep the 'person with disability' as central to all its work has remained steadfast through the decades.

People with disabilities, families, professionals, friends and well wishers, funders, volunteers, government officials, resource people from the industry and members of the larger society have all shaped and strengthened the conviction and commitment to the Vision of an Inclusive Society. The in-depth work with people at the field level across different communities/geographies, across different life domains (education, health, Livelihoods etc) and across different disabilities helped AADI to understand the ground realities and influence training programs and policy level work.

- ❖ Influenced law and policy to cater to the needs of people with disabilities across the country. Collaborative work with like minded organizations and individuals and sustained advocacy resulted in the passage of :
 - Three legislations focussing on the rights of people with disabilities- PwD Act of '95, RPWD Act 2016 and the Mental Health Care Act 2016.
 - Amendments to Right to education Act to include education of children with disabilities
- ❖ Collaborative advocacy efforts succeeded in including people with disabilities in National Census in 2001 and thereafter.
- ❖ Sustained advocacy and collaborative efforts led to developing processes for accessible polling booths in National and State level elections.
- ❖ Sambhav, Making Inclusion possible, an exhibition-cum-assessment center was launched with the support from National trust. Sambhav is a unique center showcasing accommodations and universal design in products that impact daily living
- ❖ Sustained inputs in National Plans from IXth plan onwards resulted in setting up of separate department to address the needs of persons with disabilities.
- ❖ Recognized for the work in Policy, Training and Education of children with disabilities over the decades UNESCO, NEW DELHI commissioned a research study, on the current status of education of children with disabilities in mainstream schools. AADI undertook the study along with partners across 10 states in India and developed a Strategy paper on Inclusive education.
- ❖ Developed replicable access audit tools specific to Schools and Railway Stations for national level bodies.
- ❖ Collaborated with MSJE to design and develop a tableau on Rights and Inclusion of people with disabilities, which was included in the Republic day parade of 2013
- ❖ Provided opportunities for education to more than 3000 children. Facilitated mainstream education for more than 1000 children with disabilities.
- ❖ Worked with more than 600 schools to support retention of children with disabilities in mainstream schools.
- ❖ Trained around 3500 teachers, special educators and therapists.
- ❖ Sensitized more than 50,000 people through workshops and orientation programs.
- ❖ Facilitated employment opportunities for more than 600 people. Worked with FICCI, United Way and ORACLE on Livelihoods project.
- ❖ Pioneered the development of cost effective wooden furniture adapted to the specific needs of people with physical/neurological impairments.

November 14, 1978.....Children's Day with a difference for us. This was the day when an official structure was given to the months of hectic rounds of visits to the pediatric and rehabilitation departments of Delhi, hospitals, interviews with parents in response to our advertisements, round the clock specialized assessments by a team from Bombay, house hunting, painting of furniture, intense efforts to recruit "perfect" people...all geared towards the setting up of Delhi's first school for children with multiple disabilities. We were a young lot - parents, staff and children. As we sang "Hum Honge Kamyab" (We shall Overcome) for the first time, it was a moving experience embracing the hopes of young parents, excitement of students and the energy and activism of the founder members of the Spastics Society of India, Delhi as it was known then.....

perspectives from founder member and former chairperson - Mrs. Divya Jalan.



The First Center in Safdarjung Enclave



Staff trainings and workshops



Rural Programme



Founder members Mita Nundy and Anita Shourie with Baba Amte



Laying the Foundation



Kapil Dev Interacting with students



Founder member Sushmita Nundy interacting with students

WHAT IS LIFE

Do you know what life is?
If you don't know I will tell you
What is life?
Life is a challenge,
We have to face all the problems
That come in our life.
Life is like a drama.
We have to do our role in it.
If you can't solve your problems
Don't become sad.
Remember your God who is always with you.
Like this you can become successful in your life.
This is the way to spend your life happily.
Poem written by Sumit Katira, a boy with Muscular Dystrophy, who dies at the age of 14



Life Skills Training

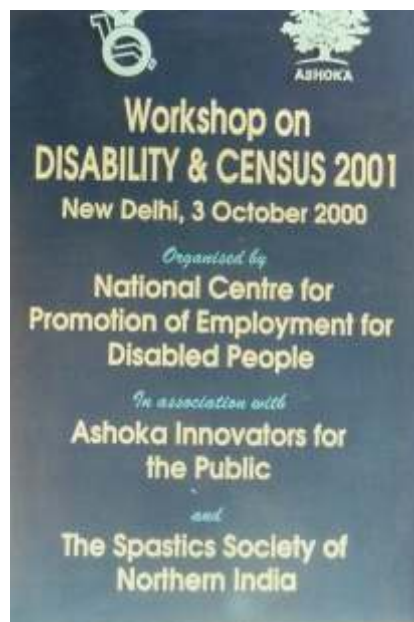


Advocating for rights: Nothing about us without us



Internship in the Rural Programme

ARCHIVES



Mrs. Rakshit is amazed and overwhelmed at her son's apparent love for his new school. She fondly listens to his chatter about computers, painting classes, games, friends etc. In the past one year she has seen him grow into a confident and happy child. She shares that the decision of shifting Aditya from a protected special school to a mainstream regular school was indeed a momentous one. She recalls her apprehensions and extreme anxiety when the staff from AADI discussed the possibility of Aditya going to a regular school. She didn't want to disturb the equilibrium that her family slipped into after Aditya joined the special school. Can they cope with this shift? Can Aditya cope? - were the questions that worried her.

However, today she heaves a sigh of relief. St. Mary's school has given her son a chance to participate, to contribute, to enjoy, to learn and grow as any other 6 year old. That has made all the difference to their lives.



**Aajeevika: Leave no one behind
Round Table on Inclusive livelihoods**

It was a great exposure to go into the village settings out of our four walls. It was there I realised how restricted our thinking is and this trip gave us a tremendous insight into the needs, aspirations, desires of what people wanted from life, something very basic, confidence to face the real world, encouragement to lead a happy life, friendship and companionship. The placement has made me realise my responsibility towards the chosen field and if we all join hands we can make this world a better place to live for each one of us. I believe I am ready to step into the "real" world, a world in which some of us may not be treated equally, may not be given same opportunity and sometimes may be shunned because a few of us are a little difference. It is time to look at "disability" as "this disability." - **Aditi Grover, SRS Student**

On my way to and back from college, different people ask me questions without bothering to wait for my reply. Where are you going? Where do you study? How do you go there? Are you able to read and write? How do you sit in the class? What difficulties do you face? Often people look at persons with disabilities as though they are aliens; which I despise, but have learnt to ignore. And yes, I wish to study a lot and progress in life. An extract from the article 'My days in School and College' by **Varuna** published in the newsletter **News and Views April, 2013.**



Training of Primary Workers



Advocating for Rights



SSNI UNESCO Project launch



Apna Utsav - Rural Programme



SSNI to AADI



Functional Education at AADI



Awareness and Fund Raising Event



Diwali Mela at AADI



Award for NGO partner by SOIL

'I went to Kolkata for the Bournvita Quiz contest along with my mother on 11th January 2013. I enjoyed the journey by air a lot because it was the first time I was travelling by air. We reached the hotel and I was very happy to see that Derek O' Brien's room was just opposite to mine. The next day we had the shoot. It took place at around 3 O'clock in the afternoon. During the shoot we saw the set. It was really nice. We also had a nice time chatting with Derek and Saumya during the shoot. A set of questions were asked from both of the teams in each of the 3 rounds. In the first two rounds the Delhi team won but lost in the 3rd round. The Delhi team won overall.' - **Kavya Makhija**



National Consultation with State Partners on Quality Education

The journey of an individual.....

Mohit Arora is a 30 years old gentleman working as probationary officer at the Punjab and Sind Bank Jehangirpuri, Delhi. Before joining the bank, he used to give tuitions to support his family. His father, who had health issues, had stopped working for very long time. During his academic life, Mohit had to travel long distances and change several buses to reach his school and college, but despite the difficulties, he never gave up on his will to pursue his dreams. He has Cerebral Palsy and walks with crutches.

Mohit had tried several times to get a job in bank as probationary officer. Though he had cleared the written exam in the past, he could not clear the interviews. Often he was discouraged by the interviewers, who questioned his abilities. He was encouraged to take coaching to prepare himself to face 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. After much negotiation, with the HR personnel, he was able to persuade them to transfer him to Delhi from Punjab. He is now satisfied with his job profile as a probationary officer at the Punjab and Sind bank and has completed 5 years at the Bank.

Mohit likes to meet new people and make friends. He shares good relationship with his neighbour, friends and cousins. He takes the initiative to organise family get togethers to revive the ties within the extended family. He loves to write poetry and his poems have been published in the Punjab & Sind Bank magazine. He takes out time to teach children from nearby slums, his way of contributing back to the society.

Mohit feels that it is because of a supportive environment during his school years and now at the bank that has been able to come this far. His approach is to be positive and have a strong determination not to give up, an attitude which has stood him in good stead during the challenging times in life. The field visits are often difficult, but he endeavours to fulfil the requirements of the job.

He hopes that society in general and families in particular, support children with disabilities and provide them with equal opportunities so that they can succeed in achieving what they aspire for!

Today, AADI pursues the Vision of an enabling world in which people with disability are acknowledged as a form of human diversity and are able to live with dignity, make all decisions about life; pursue equal opportunities; belong and contribute to families and communities

Strategic Directions

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, sensitising 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 programmes.

Current Focus

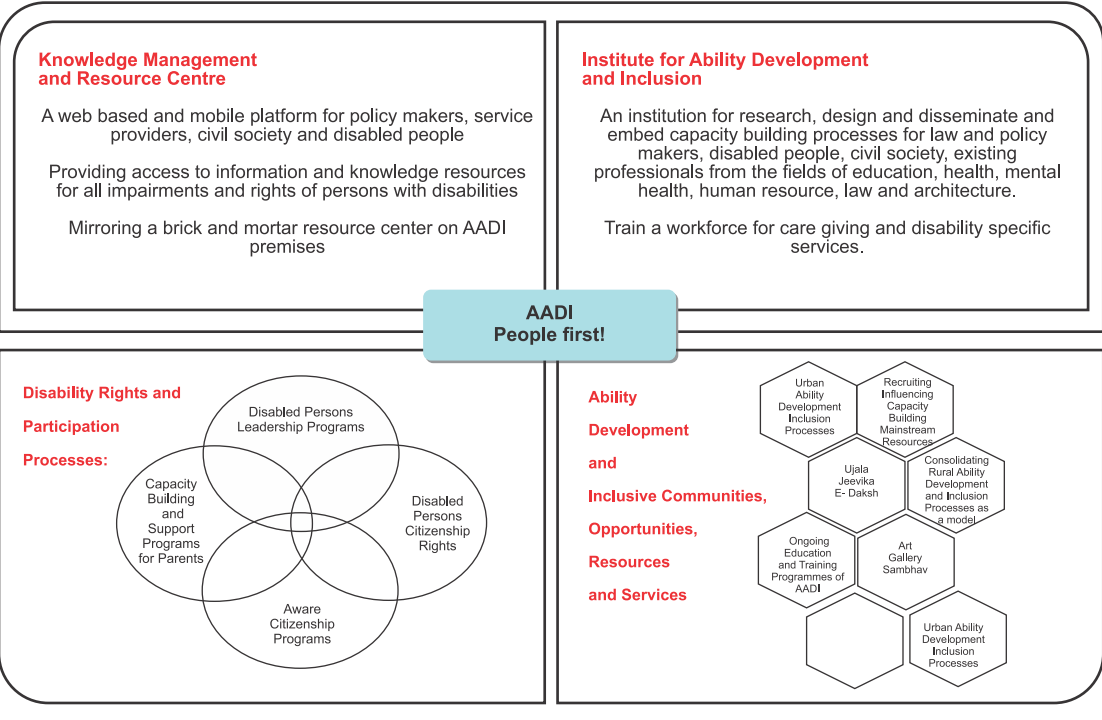


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MAJOR HIGHLIGHTS

- **Policy level** work, during the year focussed on **accessible elections**. “No Voter to be left behind”, the motto of the Election Commission of India during Lok Sabha and Vidhan Sabha elections, was much lauded by all. AADI was part of the National, State and District level Committees to promote and facilitate accessible elections. Spreading the information on Right to Vote, facilitating enrolment process, creating awareness material, developing and conducting training on accessible election process, facilitating the setting up of accessible booths were among the many activities that AADI actively participated in. Additionally, the team provided support to first time voters. An event to raise awareness on accessible polling held at AADI was a major success. CEO, Delhi Dr. Ranbir Singh and his team, District Officers State icon Dr. Satendra Singh, appreciated the efforts made by the team.
- **CBSE**, in response to a writ petition and direction by the Hon’ble High Court, Punjab and Haryana, constituted a committee to draft a **comprehensive policy for providing support to children with disabilities in educational processes including examination processes**. As part of the committee a detailed set of suggestions was submitted to CBSE.
- **Awareness program on Augmentative and Alternative Communication (AAC)** continued during the year and was enriched by the learnings shared by AAC users and trainers from Kolkata and Delhi. Capacity building of professionals, family members and the larger society in the use of AAC methods was focussed upon during the year. A workshop was held to promote the use of AAC apps, especially Jellow, a free app developed by IIT Mumbai.
- Understanding the need for **standardised appliances and tools for assessment** AADI supported two such initiatives:
 - **An auxiliary crutch developed by IIT and Flex**, which was lighter, stable and durable in comparison to the existing aids was piloted in rural/urban areas.
 - **Pratham**, an NGO well known for its annual ASER reports, **sought support from AADI to edit and pilot test a learning assessment tool for children with disabilities studying in primary classes**.
- **Directorate of Education, Delhi entered into an understanding with AADI for training of its special educators** to work with a focus on cross disabilities. Currently their training is limited to a single disability which does not allow them to address the educational needs of children with varied disabilities in the school that they work in.
- **Pre service/In service training programs** continued for students from AFA, SOIL, IIT Delhi, University of Delhi, Ashoka University, TISS, AIIMS, Gujarat National Law University and NIFT amongst others.

-
- As an **Institute of Development and Inclusion**, focussing on developing cadres of professionals in inclusive services and **partnerships continued with BODH Shiksha (Rajasthan), SPARC INDIA (UP) and Swabhiman (ODISHA).**
 - A seminar on **AAJEEVIKA, INCLUSIVE LIVELIHOODS**, was organized to showcase success stories and deliberate on issues related to inclusive livelihood opportunities for people with disabilities.
 - **Around 6000 people with disabilities and their families** were supported through direct services in the rural/urban community programs and the center based services in Hauz Khas.
 - **Annual events to showcase talents/skills; to create awareness, to foster inclusion were held through the year.** Some of these were Apna Utsav, Teachers day celebrations, Children's day, Art Festival, Diwali Mela, Snehbandhan (Rakhi Mela) & Winter Festival. Fund raising Events such as Delhi, Mumbai Marathons and Swaranjali, a classical music performance by Pt. Ritesh Mishra and Pt. Rajnish Mishra, helped to raised awareness as well.
 - **Lal Family Foundation, ORACLE, Lala Diwan Chand, LIC Golden Jubilee Foundation, G-Cube Webwide Software Pvt. Ltd., Google Giving Foundation, Kotak Mahindra Bank and Edelman India** believed in the work of AADI and continued their support during the current year.
 - The year ended with an Income/Expenditure of Rs. 344.78 and 367.10 (lakhs) respectively.

SECTION I:
KNOWLEDGE MANAGEMENT& RESOURCE
CENTRE

- 1. POLICY, ADVOCACY & RESEARCH**
- 2. INSTITUTE FOR ABILITY DEVELOPMENT & INCLUSION**
- 3. SAMBHAV: NATIONAL RESOURCE CENTRE**

I. KNOWLEDGE MANAGEMENT & RESOURCE CENTRE

1. POLICY, ADVOCACY & RESEARCH

Accessible Elections 2019

“No Voter Left Behind” was the motto of Election Commission of India (ECI) for the Lok Sabha Elections 2019. ECI held many consultations across the country and training programs on the theme and developed guidelines and directions for accessible elections.

- **National Consultation on Accessible Elections** was organized by the ECI in New Delhi which included participants with different disabilities from all over India. Volunteers were trained by AADI to support the participants through the conference. Some of the best practices from different states of India were presented by the state representatives. Group discussions of Civil Society Organisations (CSOs) put together challenges and recommendations for the forthcoming Lok Sabha elections to ensure accessibility for all. It ended with the unveiling of the policy statement on ‘Accessible Elections’.
- **AADI as a member of the National Steering Committee and State Steering Committee had the following roles and responsibilities:**
 - Providing inputs in creating guidelines for accessible elections.
 - Facilitating the process of enrollment of persons with disabilities, who have attained the age of 18 years (on 1st January 2019), as voters.
 - Enabling a barrier free environment for efficient and effective participation of persons with disabilities through trainings and sensitization of election functionaries.
 - Planning and organizing awareness raising activities in collaboration with District Magistrates and SDMs.
 - Training MCD officials and polling booth officials towards the needs of voters with disabilities in collaboration with Social Welfare Department, Delhi. AADI developed a training module for the same purpose.

In consultation with CEO Delhi and SDM South District, AADI organized an event on 6th April to promote awareness on accessible elections and demonstrate accessible polling booths.

Special features of the event were:

- Demonstration of a model of an accessible polling booth. Voters got an experience of the whole process of polling and could get their queries answered.
- Registration of new voters of South Delhi Assembly constituencies.

Dr. Ranbir Singh (IAS), CEO, Delhi, presided over the function and launched the Election Literacy Song and awareness raising communication material (Accessible features- sign

language interpretation in the song, poster in Braille). The film had been developed by AADI in collaboration with the office of the Chief Electoral Officer (CEO), Delhi. The film was created with the support of Sh. Narendra Joshi and Splat studio team. The music for the song was composed by Sh. Sudipto Majumdar. A dedicated team from AADI played a crucial role in adapting the lyrics of the original song by Sh. Sujeet Kumar Mishra, Under Secretary, Sveep, ECI, and in the finalization of the recording and filming of the song.



Posters and Voter Literacy Song on Accessible Elections



Awareness Raising Campaign of South West District, Dwarka & South District, Hauz Khas

Central Board for Secondary Education (CBSE)

The Hon'ble High Court, Punjab and Haryana at Chandigarh in a Civil Writ Petition directed the CBSE to prepare a comprehensive policy for providing support to Children with Disabilities (CWD) in imparting education and during the conduct of examination and constitute a committee for the same. A workshop was held in Delhi where all Boards in the country were invited along with some school principals, NGO representatives and parents of children with disabilities to prepare the policy, as desired by Hon'ble Court. Suggestions along with accommodations required for each impairment were compiled by AADI and sent in writing as desired by CBSE.

See Sound Live: Software Application

This application is developed by 4S Medical Research Pvt Ltd currently for android phones. It is supposed to empower a person (child or adult) with hearing and speech impairment to learn spoken English/Hindi. The development of this application has been supported by **Biotechnology Industry Research Assistance Council (BIRAC)**, Government of India. Dr. Someshwar Singh approached AADI for field testing the app with people with hearing impairment. Field testing was done with persons with hearing impairment from AADI's rural community-based program in Ballabgarh Haryana

National Institute for the Empowerment of Persons with Multiple Disabilities (NIEPMED)

AADI participated in the revision of **Deendayal Disabled Rehabilitation Scheme (DDRS)** in light of RPWD Act 2016. Recommendations were made to make the scheme more rights based rather than welfare based.

2. INSTITUTE FOR ABILITY DEVELOPMENT & INCLUSION

Institute for Ability Development and Inclusion is the capacity building and knowledge management wing which runs in tandem with community-based habilitation and rehabilitation programs as well as the advocacy programs of AADI. The programs and knowledge collated and created at the Institute, will eventually be available through the web-based knowledge platform of AADI. It will develop Teaching-Learning Material that can be used by others conducting the training in the future.

Training for In Service Professionals

- **Training of BODH Principals and Educational Research Centre (ERC) members**
AADI, Bodh Shiksha Samiti (BSS) and Good Earth Foundation (GEF) had been working together to make the 36 rural schools run by BSS, inclusive for children with disabilities since 2010-2011, during Phase 1, over a period of 6 years. Phase 2 started in 2018-19. Three planning meetings (with participation of the core team members of the three partner organizations) were conducted to understand the status of implementation of the programme, success achieved and the annual plan for the year 2018-19 was developed.
- **Capacity building of staff at Delhi Cheshire Home**
AADI was given a contract by Delhi Cheshire Home (DCH) for training their staff from the Early Intervention Unit and from the adult rehabilitation unit. The training was done over 3 months in July, August, and September 2018. The training was attended by Special Educators, Psychologists, Occupational Therapist, Speech Therapist and Supervisor. The training was focused on widening perspectives, understanding impairments and its impact on learning, planning and class management.
- **Cross disability training for Special Education Teachers (SETs) of Department of Education (DOE), NCT of Delhi**
A 5-day training was conducted by AADI for 30 special education teachers as per work order passed by Directorate of Education; Inclusive Education Branch (IEB). The training was in the area of teaching children with Intellectual Impairment. The participants were a group of SETs, all with basic training in one of the other available specialization areas like Learning Disability, Visual Impairment, Hearing Impairment, Orthopedic Disability and Autism.
- **SPARC India capacity building for Inclusive Education**
SPARC India is a Lucknow based NGO working in the field of disability for past many years. SPARC is developing inclusive education models in 12 government run primary schools and AADI was invited by SPARC as a training partner. The first level training took place for 24 teachers and 2 project coordinators.
- A three-member team from **Vidyasagar Institute, Chennai** were given an orientation on community-based rehabilitation work through exposure visits to

Urban and Rural community program run by AADI and the community based programme run by ASTHA.

- Four staff members from **Prabhat Educational Trust** visited various programs run by AADI such as the Urban Community Program, Rural Community Programme and centre based services at Hauz Khas.
- Twenty-six staff members from **Bank of America** were oriented on different impairments and policies related to employment. Information about provisions in the RPWD Act 2016 were also shared.



Bank of America Staff Members

Training/orientation/internship for Pre- service trainees

- **Tryst Workshop**
As part of the Professional Ethics and Social Responsibility Forum, a course on Disability and Accessibility was conducted for 45 students of **IIT, Delhi**. The objectives of the workshop were to enable students to gain an understanding of the different dimensions of disability, issues of barriers to inclusion and access and develop innovative solutions to address issues of access.



Participants –Tryst Workshop



Simulation Exercise

- An orientation to AADI's work was organized for 35 **B.Ed. and D.Ed.** students from **Action for Autism (AFA)**. This was followed by a training module on Loco motor and Neuromuscular Disabilities by a senior therapist at AADI. The module had sessions on Cerebral Palsy, Spina Bifida, Polio and Muscular Dystrophy. The sessions were interactive with participation of adults with disabilities.
- One student pursuing **Masters in Social work** with specialization in counseling, from **Tata Institute of Social Sciences, Guwahati** interned at the Urban Community Program, Sunder Nagri, for a month. The objective of the placement was to learn about the skills required to work with individuals with disabilities within groups and communities.
- 109 students from **Laxmi Memorial Nursing College, Mangalore** and 32 students from **Tejaswini Nursing College, Mangalore** attended orientation programs on perspectives on Disability and Inclusion.
- Two nursing students from **AIIMS pursuing M.Sc. (Psychiatry)**, attended an orientation on Perspectives on Disability.
- Two first year students of **Gujarat National Law University**, pursuing 1st year LLB interned at AADI for a month.
- Orientation was conducted for three students from **National Institute of Fashion Technology**.
- Students from **Ashoka University**, engaging with a research project on children with cerebral palsy, received an orientation on perspectives on disability.
- A total of 23 students volunteered for summer internships from **Amity University, Delhi University and Ambedkar University**
- Orientation sessions on disability, diversity and rights of people with disabilities were conducted for 46 students from **Ambedkar University** and 130 students from **Institute of Home Economics**.
- Four students from **School of Inspired Leadership (SOIL)**, a management institute, undertook comprehensive research and developed a plan of action for two projects: Launch of an accessible cab service for people with disability, in Delhi, promoting Ujala products on E-Commerce platforms and studying about the legal regulations associated with it.
- Three students pursuing **Bachelor in Business Administration (First year)** from Chanderprabhu Jain College of Higher Studies and School of Law interned at AADI.
- One student from **Bachelor of Business Administration from Technia Institute of Advanced Studies** Indraprastha University (Third Year) interned at the summer camp.
- Four community workers from **Prabhaat Education Trust (Gujarat)** came for exposure to the Urban Community Programme.

Conferences/ Workshops/ Seminars

- **Participation in the National Symposium cum Workshop on Disability and Arts: The Possibilities and Prospects:** AADI participated in the **National Symposium cum Workshop on Disability and Arts: Organized by the Department of Education, University of Delhi**. The Symposium's aim was to bring together art professionals from the field of dance, music, theatre and visual arts. Case narrations of persons with disability reiterated the possibilities of an inclusive art platform for self-expression and self-actualization

An inclusive group of young participants from AADI's theatre club made an impactful presentation titled 'Aashayein 2019' at the symposium. The presentation evolved through a process of a ten-day intense theatre workshop where young people expressed their thoughts and opinions on the 'City of their Dreams'.

- **A Round Table on Inclusive education for children with disabilities:** Organized by **NCPEDP** for participants from NGOs across India. The discussions were under the themes- Early Identification, assessment and certification; enhancing access and student retention; accessible curriculum and instructional material; sensitization and training human resources; convergence between different ministries and policies; use of technology; and research work. Recommendations from the group under each theme were forwarded to the ministry of HRD.
- **National Disability consultation on Rights of Persons with Disabilities, Act 2016:** organised by **NCPEDP**. A presentation by AADI helped update information on implementation of the Rights of Persons with Disability Act (2016) pan India.
- **Empower 2018, an assistive technology conference:** Research groups from IIT Delhi, IIT Madras and IIT Kharagpur joined together with numerous user groups to organize Empower at IIT Delhi Campus in Sonapat. The conference attracted all leading research and user groups interested in assistive technology solutions across the disability spectrum. Keynote speakers included academics and scientists who have made a global impact in the field.
- **Conference on Inclusive Education by Amar Jyoti Charitable Trust:** National and international speakers deliberated on issues related to Inclusive Education. AADI chaired one of the sessions.
- AADI made a presentation on inclusive education in a workshop organized by **Arth Astha**.
- The **Department of Education, Punjab University, Chandigarh** organized a workshop on the implications of the Rights of Persons with Disability Act (2016). AADI presented a paper on inclusion of persons with disabilities in schools and for higher education.
- **AAC Awareness Week** Communication for people with complex communication needs is still not understood and it is therefore crucial to organize awareness activities for persons with disabilities, their families and professionals. This year resource persons from IICP Kolkata were invited for this purpose. Ms Swati

Chakroborty (Head of Technology Department) and Deepak Ghosh (AAC user) shared with the group of AAC users, families and professionals about the value of communication and different modes/methods used by people with communication difficulties. Deepak shared his experiences through a presentation by operating the laptop with his toes. This was very inspiring for people as he shared how important it is for him to share his views. Another member from AADI demonstrated the use of AVAZ app on his I Pad.

- **Jellow workshop** – Jellow Communicator (developed by IIT Mumbai) is a freely downloadable Augmentative and Alternative Communication (AAC) app that aids communication in children who have speech difficulties. The app has a child-friendly, easy-to-learn interface and uses icons to help non-verbal children communicate with caregivers and peers. The workshop was conducted by resource persons from **IIT Mumbai** technical development team. It provided a detailed overview of the application and its functionality including the different customization options available within the application. Participants were also provided hands-on experience using the application.
- Staff members from AADI attended a ‘Public Lecture on Community Participation in Furthering Universal Primary Health Care’ at **Delhi Secretariat**. The current status of Mohalla Clinics in Delhi, provisions and issues related to malnutrition and disability inclusion in primary health care were some of the points of discussion.
- Staff members from AADI attended a workshop on “Work and employment opportunities for people with Autism” organized by **Action for Autism**. Discussions on job roles, working on skill building and matching of skills to work were some of the pertinent points of discussion. Persons with autism, who are working in the hospitality sector and their parents, shared their experiences at the forum.
- Three days training was organized on **research methodology**, facilitated by Ms. Shweta Verma & Ms. Shreya Jha. The training focused on strengthening the understanding of research ethics and documentation. It highlighted the nuances of research which included principles that guide research and help in making it systematic, empirical, objective, replicable & analytical. The key learning included taking consent and ensuring confidentiality of participants, minimizing the risk of harm to them with the right to withdraw at any point of research.
- **National Association of the Deaf** in partnership with Microsoft organised the **Empowering for Inclusion Summit**, in New Delhi. The discussions focused on existing challenges and opportunities in creating, promoting and disseminating accessible and appropriate technology solutions for people with disabilities. Information was shared on assistive technologies for independent living such as screen-readers, Braille displays, smart phones, Windows 10 and Office 365 which address barriers in communication for persons with disabilities.
- Staff training on **Sexual Harassment** was conducted by a legal expert for the support and secretarial staff of AADI. Training for the technical staff is planned in the next financial year.

3. SAMBHAV: NATIONAL RESOURCE CENTRE

Sambhav Resource Centre showcases assistive devices, hardware and software for persons with disabilities. It also demonstrates concepts of universal design, and independent living which can be applied in different domains of life. The Resource Centre was also used for conducting assessments which were conducted for persons with disabilities in the areas of communication, self-care, mobility and computer skills.

There were 690 visitors to Sambhav this year. The visitors like SOIL included persons with disabilities, their families, professionals from training institutes and NGOS such as Ali Yavar Jung, SOIL, Ambedkar University, Action for Autism, Institute of Home Economics, AIIMS and students of architecture from Delhi. The visitors were keen on understanding the significance of universal design and its application on products used in the kitchen, living areas and toilets. Communication software and hardware devices for people with disabilities displayed at Sambhav generated a lot of interest amongst the visitors.

World Book Fair is an annual feature of National Book Trust. This year the theme of the fair was SPECIAL NEEDS. They had special displays and information for persons with disabilities. Two adult members from AADI, and from Bodh Shiksha Samiti, Alwar visited the fair and found latest information about new software for persons with visual impairment. The information on the development in technology was also made available at Sambhav.

Visitors Feedback:

"The visit acted as an eye opener for us. There are many things we neglect, thinking it is routine! But now we are more aware of other's needs."**Anita, Bobby, Meim Thomas**

"Highly well-structured and well planned. It is tailored to the needs of the people concerned."**Jasnim Banu (SARTHAK)**

"I am totally mesmerized. This section should be made public."
Sudha and Sweta (AIIMS)

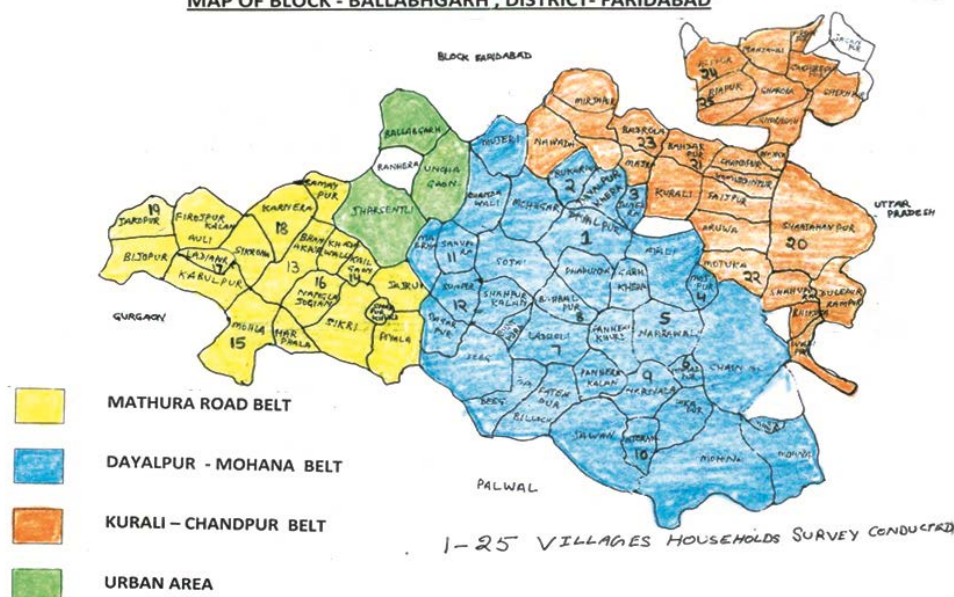
SECTION II:
HABILITATION AND REHABILITATION SERVICES

- 4. RURAL COMMUNITY BASED PROGRAM**
- 5. URBAN COMMUNITY BASED PROGRAM**
- 6. ABILITY DEVELOPMENT, OPPORTUNITIES,
RESOURCES AND SERVICES**

4. RURAL COMMUNITY BASED PROGRAM, BALLABHGARH BLOCK (FARIDABAD DISTRICT, HARYANA)

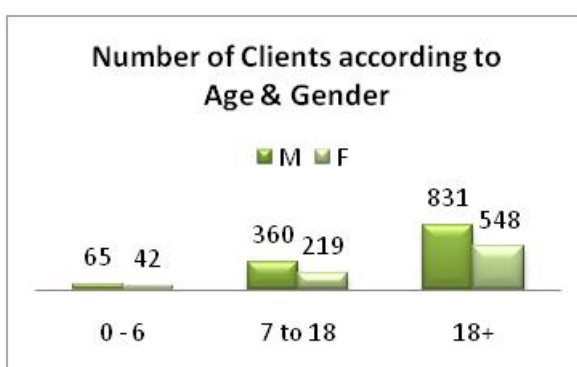
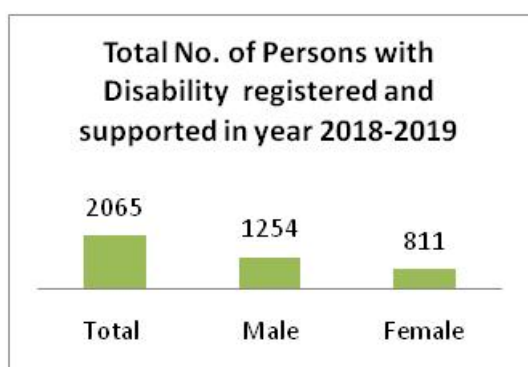
The **Rural Community Based Habilitation & Rehabilitation Program** is based in Ballabhgarh block, Faridabad District, Haryana. The focus of the Rural Program, since its inception in 1982, is the creation of a responsive community which fulfils the needs of person with Disability by providing accessible services and promoting equal participation and opportunities to persons with disabilities. This is being facilitated by trained rural rehabilitators, village volunteers, the larger community and professional staff. Focusing on disability, poverty and gender issues, the programme works towards convergence of services that benefit all people in the community.

MAP OF BLOCK - BALLABHGARH, DISTRICT- FARIDABAD

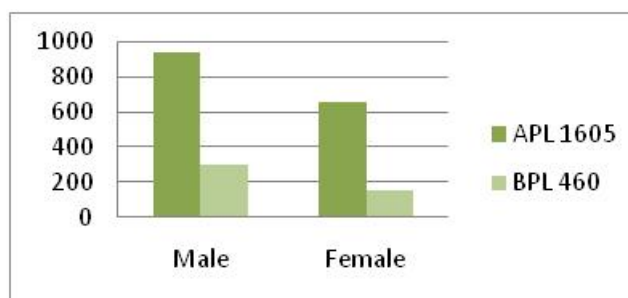


Coverage: Geographical Area Covered by The Rural Program

The total population of Ballabhgarh block is 214894 (Census 2011). In the rural areas of Ballabhgarh, AADI caters to the entire block covering 81 villages, which are governed by 67 Panchayats. Total 2065 persons with disability were supported in year 2018-2019



The above graph shows the gap between the number of males & females. However, there is an increase of 4% in female clients this year as compared to previous years.



Number of Clients Covered Under APL and BPL Status

Major Highlights of the work

- The village volunteers and community workers in all villages & semi urban areas worked with persons with disabilities and families, to ensure that persons with disabilities have all the mandatory documents to avail Government facilities, services & schemes.

Documents/Schemes	Number of people who procured the documents/availed schemes
Birth Certificate	187
Aadhar Card	788
Ration Card	631
Voter ID	756
Disability Certificate	191
UDID	389
Pan Card	110
Driving License	2 in process
Niramaya, ESI & Govt. Health support	32
Ayushman Bharat (Health Scheme)	29
Bank Account	556
Disability or Caste based Scholarship	9
Financial Support for children not going to school	13
Disability Pension	110
Guardianship	8 in Process

Persons with Disabilities who Procured Documents and Aailed Various Schemes

- AADI started working on reducing human resource and service gap at village level in 2014 and chose 25 villages under **Hans Foundation grant**. Project under Hans foundation was completed in 2016. AADI picked up the focus work again in 25 villages this year and appointed 25 village level workers on incentive basis. ASHA workers and women volunteers were appointed as village volunteers.
- Children enrolled in schools started attending classes regularly and there were extra regular education sessions for 28 children. Seventeen children with disabilities took tuitions from village volunteers.

रायपुर गांव की सामुदायिक कार्यकर्ता मंजूने विकलांग लोगों के साथ काम करने के अपने अनुभव सुनाए । उसने साझा किया कि विकलांग लोगों के साथ काम करने से उसे अपनी व्यक्तिगत कठिनाइयों से निपटने की ताकत मिल रही है और वह कमाई भी कर रही है। सामुदायिक कार्यकर्ता सुशीला, जो नेहर वाली गाँव की आगनवाड़ी कार्यकर्ता भी हैं, ने कहा कि विकलांग लोगों के साथ काम करने से गाँव में उन्हें बहुत सम्मान मिला है । इस काम ने उन्हें योजनाओं और सुविधाओं के बारे में भी जागरूक किया जो उनके और उनके काम के लिए फायदे मंद है ।”



Children Playing Together in Village Mohala

- To reduce stigma and inclusion gap, the health area was chosen to create awareness about general health among people with disabilities and their families along with the community at large. **A Health Mela** was conducted with support of Red Cross Faridabad in Village Dayalpur. Around 500-600 people, including 150 persons with disabilities came for general health check-ups. QRG Hospital, Faridabad, Red Cross, Common Service Centre, ICDS, DSWO Office & AADI had put up stalls to facilitate various schemes, sharing of information and health checkups. District Social Welfare Officer, Tahseeldar, Ex MLA and Sarpanch appreciated the efforts to bring the community together.

रेड क्रॉस से श्री जतिन कुमार ने कहा कि उन्होंने स्वास्थ्य मेले बहुत देखे हैं लेकिन ऐसा मेला नहीं देखा जहाँ विकलांग व्यक्ति भागीदारी कर रहे हों, विकलांग व्यक्ति सभी काउंटर पर थे तथा व्यवस्था देख रहे थे लोगों की सहायता कर रहे थे। डॉक्टर ने कहा कि उन्होंने कैम्प तो बहुत लगाये हैं लेकिन इतनी भीड़ कहीं नहीं हुई है जितनी भीड़ आज दयालपुर में हुई है। बीसला जी ने कहा कि इस मेले के द्वारा उन लोगों के स्वास्थ्य की जाँच हुई है जिनको लोग देखाते नहीं हैं।



Glimpses of Health Mela

- **Pilot for Pratham: Pratham Organization** which works in the area of education, contacted AADI to pilot their assessment tool with children with disabilities in rural areas. The purpose of piloting was to find out the various accommodations and adaptations in the tool to assess learning levels of children with disabilities. AADI took the opportunity to collaborate with Pratham, keeping in mind the focus of including disability in community resources and reducing the inclusion gap. The pilot was completed with 110 children with disabilities in Rural program within a week. After which written feedback was given to Pratham. 9 senior educators participated in the assessments process.
- **Pilot of appliance for use of personal mobility: IIT and Flex company** designed the auxiliary crutch for mobility of person with disability. They claimed that this crutch is lighter, stable and durable in comparison to previous crutch. 19 persons with disability gave feedback to them after using.

Direct Services

Mobility and Self-Care

- Mobility training sessions were held for 81 persons with disabilities (9 months-6 years).
- Twenty-nine children (6-18 years) and 25 adults with disabilities were given mobility aids.
- Self-Care training sessions were held for 87 children in the age group of (0-6 years) and 409 children (6-18 years).
- 381 adults with disabilities were provided skill building in self-care trained in self care skills.
- 94 adults with high support needs were trained in mobility, health and personal care.



Mobility Aids in Use



Communication

- Sixty-two children in the age group of (0-6 years) and 83 children in the age group (6-18 years) attended regular sessions for speech language and communication.



Health

- Seventy-nine children (0-6years) were linked to health services like medicines, nutrition, orthopedic, cardiac, skin, ENT, urology, eye, respiratory and neurological consultations by doctors.
- One hundred seventy-two children (6-18years) were linked with mainstream health services like access to medicine and consultations. for epilepsy, nutrition, blood disorder, orthopedic, cardiac, skin, ENT, urology, ophthalmology, respiratory, liver and neurological
- Three hundred twenty-four adults were linked with health services to access medication and consultations for orthopedic, neurology, ENT, dermatology, endocrine, gynecology, psychiatric, renal, blood disorder, respiratory, cardiac, liver and ophthalmology.



Education

- Twenty-two children (0-6 years) were admitted in schools. 30 children in this age group were given regular inputs by 25 village workers. Regular sessions by village workers motivated and helped parents to understand the importance of focused work.
- Four hundred eighteen children (6-18 years) were registered in schools. 344 children with disability have been attending school regularly. Twenty-six adults with disabilities were in secondary schools, 5 adults were in colleges and 3 adults were doing vocational courses.



Life Skills

- Seventy- three children (6-18 years) had regular sessions for life skills training
- Three hundred sixty-eight adults received training in life skills like grooming, domestic chores, farm work, community and daily functional skills.



Livelihood

- Eighty-six persons with disabilities were in open employment set-up and 41 adults worked as contract laborers. One person with disability got government job under class 4 category.

- Seventy-three adults with disabilities were self-employed and ran their own small shops.
- Thirty-three adults were engaged in their family occupations.
- Eighteen persons had applied or were preparing for Government jobs.
- Under Jeevika livelihood project fifty- six adults with disabilities were considered for training and skill building in the area of livelihood under this project.
- Forty-six persons with disabilities attended the workshop-based soft skills trainings on understanding work and building communication skills.
- 5 persons with disabilities were placed in the community for internships after Jeevika training.
- 6 persons with disabilities got admission in computer courses.
- 4 persons with disabilities were selected for English Speaking Course. British Council conducted assessment tests before admissions for the course.



Family Occupation



Working in a Garment Unit



Jeevika Employability Training

“गगन की माँ ने साझा किया कि जब गगन कंप्यूटर कोर्स में शामिल हुए, तो हम गाँव से लेकर कंप्यूटर सेंटर तक उनके आवागमन को लेकर चिंतित थे । लेकिन कंप्यूटर कोर्स सीखने के लिए उनके नियमित जाने से उन्हें आने वाले कौशल सीखने का नियमित अवसर मिला”

Information Dissemination

- Two hundred ninety persons were provided information about Government/private sector vacancies, RPWD, UDID, pension and mobility aids.
- Fifty-six teachers of private schools were given inputs regarding RPWD ACT 2016.
- Fifty-four teachers were given information about facilities provided by Haryana & CBSE for examination.

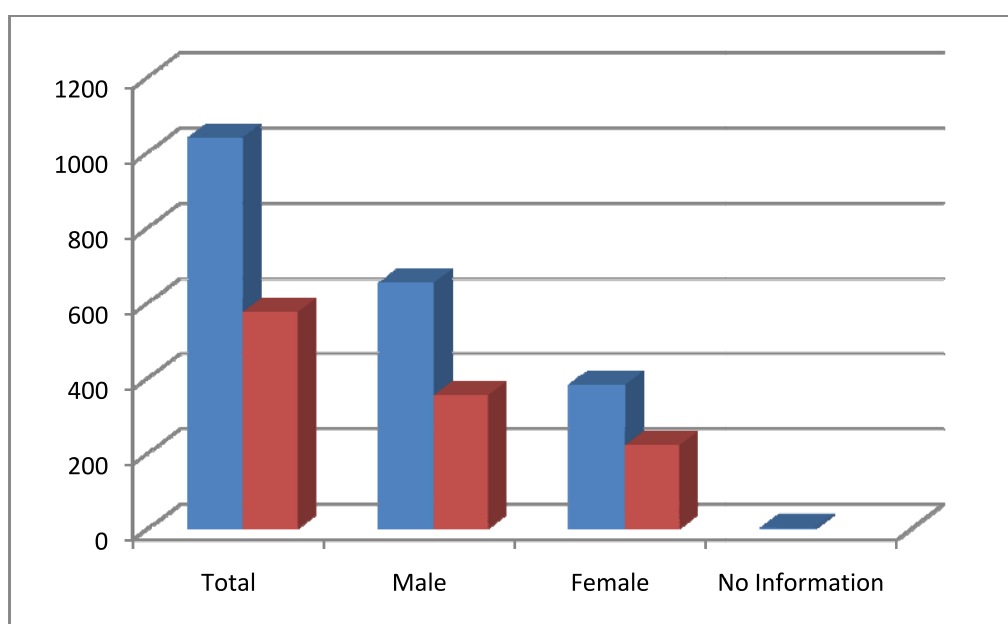
Challenges from the field and suggestions for focus areas

- a. Regular awareness is needed for early intervention in the community at large.
- b. Options for livelihood have changed its nature since traditional options have become unpopular now among rural people. New rural options need to be created.
- c. Alcoholism is increasing day by day. Every village has liquor shop and it is one of the reasons of violence in the family and community.
- d. Motor vehicles have increased in rural areas, which has impacted government run public transport. There is no demand for accessible public transport.
- e. Capacity Building of ICDS at village and block level is required. Linkage & regular follow –up with ICDS at Macro level is also needed to include needs of children with disability and bring the quality in the ICDS services.
- f. Health and nutrition need of young children with disabilities are neglected. Hence, officials in ICDS, PHC and RBSK need to be sensitized. This will ensure address of needs of children with disabilities in their facilities, services and trainings. They need to be aware and use the provisions mandated in the RPWD Act 2016. Parents/ family members need to be motivated to avail/ demand services from local authorities.
- g. Most children with disabilities with a high support need are still out of school. Schools do not encourage them to be admitted. Even when given admission, they often do not attend classes regularly. Thus, parental education to address the issue holds importance.
- h. Training of SMC members on inclusive education is lacking. Hence it is recommended that all education related issues must be referred to the District Education Officer.
- i. Awareness raising about RPWD Law 2016 is required for families.
- j. Awareness about 21 disabilities in the community is required.
- k. Implementing RPWD Act in Haryana needs advocacy and awareness.
- l. People with disabilities are exploited in many ways. People with disabilities would need training to become stronger advocates for their rights.
- m. Advocacy to include persons with disability in Ayushman Bharat scheme for health insurance.
- n. Initiatives to facilitate to make family cards for all the families of persons with disabilities to get facilities.

5. URBAN COMMUNITY BASED PROGRAM, SUNDER NAGRI, EAST DELHI

The Urban Community Program of AADI based in Sunder Nagri, in the Shahdara District Delhi, was initiated in the year 2016-17 in collaboration with Self Employed Workers Association (SEWA). This is a comprehensive, cross disability, accessible service delivery program that ensures inclusion, participation, well-being, habilitation and rehabilitation of persons living with disability in the urban poverty area of Sunder Nagri. It also attempts to address the gaps & barriers to create an enabling environment so that persons with disabilities have access to inclusive experiences.

The work in Sunder Nagri started with training of community workers from SEWA. The objective of the training was for the SEWA community workers to have a disability perspective and to learn to identify persons with disabilities when doing survey in Sunder Nagri. Phase 1 survey completed in 10 blocks of Sunder Nagri. Phase 2 survey started in November 2018 and completed in January 2019 and covered 6 blocks. 575 persons with disabilities were identified during this phase. There were a total of 1614 persons with disabilities identified in 16 blocks during the two phases of survey in Sunder Nagri.



Number of Persons with Disabilities Identified After the Survey (Phase I & II)

Capacity Building of Community Workers

Apart from training to build capacity in disability perspective, small trainings were conducted which were focused on strategies/ processes to work with families of persons with disabilities.

An exclusive session was conducted on the process of application for a Disability Certificate (DC) as well as on the process of school admission of children with disabilities.

- The trainings helped the SEWA community workers to understand people with disabilities & their needs.

- This equipped them to work with people with disabilities and their families.
- It also informed them of how to link families to community resources like GTB Hospital.
- SEWA workers understood that persons with disabilities have the same rights as their non-disabled counterparts.
- SEWA workers confidently facilitated people with disabilities to apply and procure their disability certificates as well as other documents like Aadhar card, birth certificate etc. They also supported the opening up of new bank accounts and applying for widow/ disability pension. This helped to form a rapport and trust with the families.
- SEWA workers worked with AADI team members to link the children to schools, health services, internship etc. Linking people with disabilities to the resources has become an easier and quicker process.

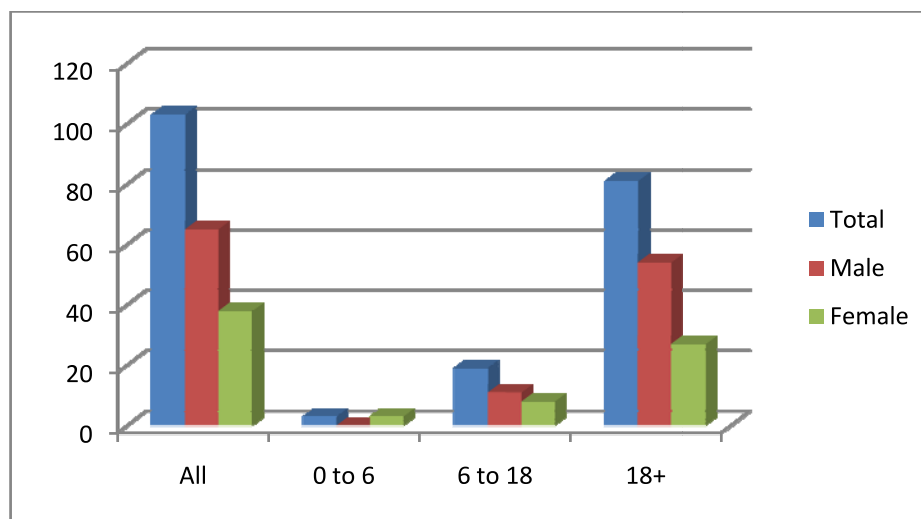
Earlier, when the survey happened, many people commented that, “बहुत सारे लोग आए और जानकारी ले कर गए पर वापस कोई नहीं आया।” But today families have started trusting the AADI-SEWA team.



Training of SEWA Primary Workers

Working with Individuals and Families- Highlights

- Care Planning & Assessment – One hundred and three persons with disabilities and their families were able to be part of a relationship building process, where they were able to share their needs and assessments were completed in different life domains.



Care Plan Assessments

Services	Number of people linked with services
Voter ID card Camp	135
Online Registration for school admission	40
Disability Certificate got made	7
Pension	6

Linkages with Services

Earlier family members of people with disabilities were not aware of all the facilities available for their wards at GTB hospital. After sharing of information about the same, they were able to access the health services independently.

Glimpses and Highlights of Inclusive Events in Sunder Nagri

- **Apna Utsav** was celebrated for the first time where all the NGOs working in Sunder Nagri had come on a common platform to celebrate diversity. It received an overwhelming response from the community and the organisations working there like **Pratham and Ankur**.
- **Teacher's Day** was celebrated by sensitizing educators on the issue of disability by initiating relationships with teachers in diverse educational institutions located in East Delhi. All the teachers were welcomed with a unique Teacher's Day greeting card especially designed with relevant information on disability, success story of an educator with disability, school experiences of an adolescent with disability and an inspiring quote by Hellen Keller.
- Solidarity with important causes was expressed when an inclusive group of 23 people from the Urban Community Programme of AADI participated in **One Billion Rising** (a yearly event spearheaded by Sangat, Jagori, Srijanatmak Manushi Sansthan and several other organisations with the aim of ending violence against women).
- An **inclusive summer camp** for different age groups of children and adults with and without disability was conducted. It got culminated into a wonderful display of

interesting material, products and performances prepared by the participants during the course of the workshops.



'Apna Utsav' – World Disability Day



Inclusive Games at Children Day



Inclusive Dance in One Billion Rising

Teacher's Day



Inclusive Summer Camp

- **Jeevika Livelihood project:** Work for livelihood of adults with disabilities got a boost in Sunder Nagri. Twenty-three members underwent workshop-based soft skills trainings on understanding work and building communication skills. Four adults with disabilities were placed for internship training within the community.



Jeevika Employability Training for Adults with Disabilities

Urban Program Community Center

In August 2018 Urban Community Program got its own space which helped the team in maintaining continuity of services.

Orientation/ Internships: Graduate/Post Graduate students of various Universities: Challenges

- Most families have migrated from other neighboring states and are staying in a small rented accommodation. They prefer to take top floor as the rent is less. The accommodation is inaccessible for any child/person with disability, especially with physical impairment. It becomes a barrier in availing services regularly.
- The rented house doesn't have space to keep a mobility aid like wheelchair or rollator etc. in own space as well as on the ground floor. The safety of the aid becomes even more difficult and hence parents do not like to get a mobility aid for their child.
- Small houses also pose privacy challenges for persons with disabilities. Roads become waterlogged during rainy seasons hence accessing any service for all including persons with disabilities becomes difficult.
- Absence of a cadre of caregivers makes even an accessible service inaccessible for a child/person with disability.

Way Forward:

- Strengthen linkages with resources in all domains within the community, so that the persons with disabilities are able to access these resources on their own.
- Strengthen the skills of the adults with disabilities to be self-advocates and be able to participate in the development of their community.
- Continue to identify internship sites and facilitate livelihood process for the adult clients.
- Organize meeting for orientation of employers and strengthen the relationship with them.

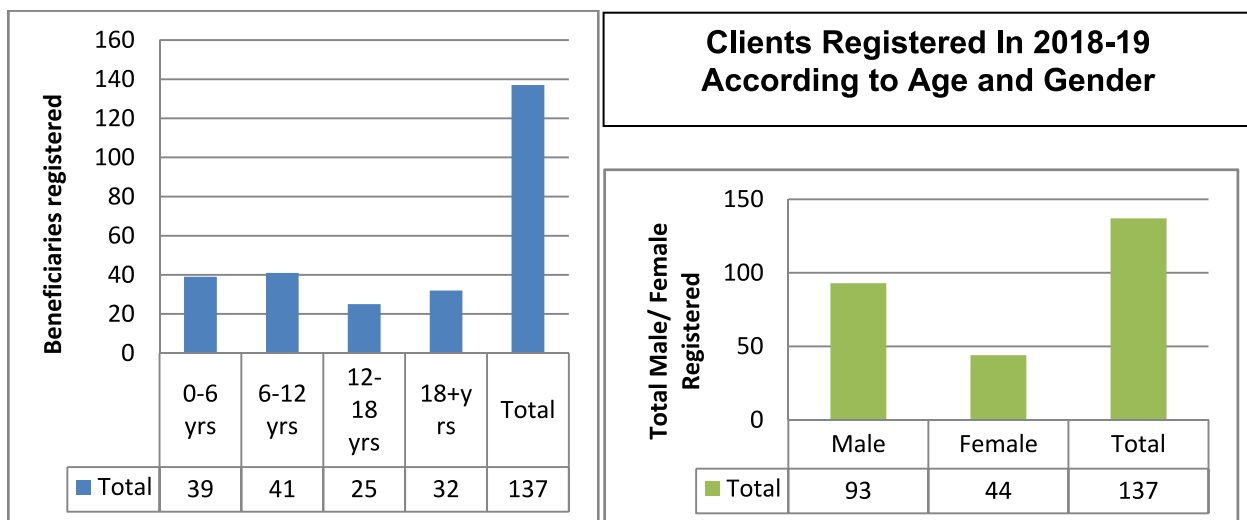
6. ABILITY DEVELOPMENT, OPPORTUNITIES, RESOURCES AND SERVICES

A. Walk-in Services

The walk-in services are the entry point to the care plan process and the beginning of the relationship between persons with disabilities, their families and the AADI team. The care planning process includes a first contact process; functional assessments, information sharing, specific assessments and linkage to intervention specific to Education/ Livelihoods/ Health and any other need identified during the care plan process.

The program aims to address needs of people across impairments, of all life domains and across the lifespan. It adopts various strategies to address the needs arising from the aspirations of the person and the family. The objective of the process is that people leave with hope, knowledge and skills towards improving the quality of life of a person with disability.

In the current year, there were 137 people registered in the walk-in services. The maximum numbers of clients were in the age range 0-12 years (80 clients). Male clients more than doubled the number of female clients with disabilities registered in the year 2018-19.



Besides the new clients that were reached out to, follow up was done with old clients for individual sessions and telephonic follow ups. These sessions were for training to enhance the child's hand function ability/physical mobility for increased participation in daily life skills and in the community. Besides there were individual coaching classes / sessions for computer skills for academic support/ and using computers for entertainment, as a life skill or use of a specific software.

Prior to enrollment in AADI's Life Skills Training Program, adult members enroll into a care plan process which includes an assessment of skills in the domains of self-care, communication, domestic life, movement, interpersonal relationships and literacy & numeracy skills. This leads to a collaborative planning of short-term and long-term individual goals. Group goals are made for the individual before inducting him/her into the Life Skills Program.

B. Education

AADI provides education and habilitation and rehabilitation services to children with disabilities from 0-18 years and works with parents, schools and teachers to create a positive and inclusive learning environment for all children, including children with disabilities. This is done through group sessions with a specific focus for each age group.

Preparatory Group for Admission to Schools (2-8years)

The focus of this program is preparing children with disabilities for mainstream schooling. Children are provided with an early enrichment program in a group setting with a focus on maximizing independence in mobility, language & communication, self-care, along with pre-school skills.

The group sessions were held thrice a week and about 10-12 children were enrolled in this preparatory program.

There was a nursery school admission drive for session 2019-20 for out of school children in the age-group 3-9 years. Parent meetings were held to motivate parents to apply for admissions into mainstream schools. They were supported in the registration process for the same. During this period, 20 children got admission in schools in their community, with the maximum number being enrolled in private schools.



Celebrations Around the Christmas Theme

Capacity building sessions were conducted for parents of children to equip them with information about the Right to Education Act. They were encouraged to seek admission in mainstream neighborhood schools and support was provided for online admission procedure and any other networking required.

Post admission support to the child, school and families was rendered to ensure learning as well as retention of children. Individualized support to children was given by providing assistive technology, adapted furniture, and accessibility in built environment.

Life Skills for out of School Children (8-18 years)

The program for out of school children prepares them with life skills training and is held thrice a week. This year there were 13 members in the group.

A life skills curriculum followed for this group covers basic literacy & numeracy skills, skills in communication, mobility, and self-care and decision making, domestic activities and skills for community living. Access to civil and political entitlements are ensured by facilitating disability certificate, health insurance and voter ID. Individualized support is provided to children in the form of assistive technology, adapted furniture and accessibility in built environment to enhance independence and learning. Trainings for parents are conducted for future planning and to give them skills on how to increase participation of their children with disabilities in everyday life.

Over the course of the year, the group was involved in diverse activities so as to develop various life skills. They learnt some non-fire cooking, had daily exercises, news sharing etc. They also enjoyed group games and tried their hand at rhythmic beats. The group also facilitated AADI's 'warm winter campaign' along with the adult group members. Before the festival of Holi, the members made herbal colours which were gifted to the guests at AADI's fund raising event. Similarly, their activities were linked to other festivals and events in the community, for example Diwali, Christmas, the upcoming elections, etc.

The objective of the above activities was to put to use the various skills learnt, work in complementary pairs and plan and implement activities as a team.

Support for School Going Children

Individual and group coaching after school hours is conducted to build each child's literacy and numeracy skills to help the child cope with academic learning at school. Coaching is also provided for specific examinations. The sessions, held four times a week, help the child to remain in mainstream school and ensure that they are learning. About 15-20 children benefitted from the School Support Program. Besides we supported the following schools and children for learning.

- I. **Alwar Public School (APS)** approached AADI to support them and guide them regarding children with learning difficulties. This included children across age groups from classes Nursery to Senior classes. A planning and preparation meeting was held at APS which was attended by AADI staff and Mr. Arjun Joshi (Principal APS). This was followed by a visit of AADI resource persons to assess the identified children. Each child was assessed and the recommendations shared.
- II. **MCD school Gautam Nagar** is a neighborhood school of AADI with classes up to class 5. On one of our visits to the school for admission of a child with disability, they expressed the need for assessment and guidance of some children with learning difficulties. They drew up a list of 20 children who were called to AADI in small batches with their parents for assessment after school hours. The children were assessed, recommendations were shared with parents as well as written reports.

C. Life Skills, Clubs & Events

The Life Skills Training program for adults with disabilities (members) aims to enhance the quality of life through structured training in individual & group sessions, clubs & events. The endeavor of the program is to facilitate adults develop everyday life skills that enhance their independence and control over their lives. The total membership of Life Skills Program this year was 59.

Group discussions, community meetings, specific skill building activities, one to one training, and interest clubs are various ways used to structure each day for training in life skill areas. The community meeting is the forum to initiate discussion on an activity, review the work done in the previous week and plan for activities for the week ahead. There are four clubs namely cooking club, art club, music club and theater club. Besides these one-on-one training is ensured to achieve the individual goals.

The focus of the life skills training this year was on practical skills that can be used immediately and in the future; from non-fire cooking to simple meal preparation; handling small amounts of money to travelling using Metro, DTC Bus and/or auto rickshaw; personal presentation, independent living, literacy and numeracy skills. Diverse experiences in the clubs helped to promote learning new skills and reinforce previously acquired skills. The participation in the group processes, clubs and specific projects like; Rakhi making, winter campaign, making Holi colors etc. enhanced communication and interpersonal skills besides enabling planning and organizing skills.

The Life Skills training boosted confidence, self-esteem and self-worth. Progression was planned to the next level after the assessment of the previous skills learnt. There was a steady increase in skill level of all the members in the Life Skills Training Program. There was a visible change in the confidence of many of them. The parents, acknowledging the skills their wards had learnt provided opportunities to practice the same at home through participation in domestic chores through the year.

Each club culminated in an event to celebrate and showcase the skills learnt during the year. This year Rakhi Mela, Diwali Mela, Winter Festival and Art Festival were organized and celebrated.

Theatre Camp

Dhanak meaning rainbow stayed true to its name. Participants of Dhanak (in the age group of 8-18 years) covered a gamut of activities on self-awareness, nature and heritage. The heartwarming display done by them had tracing of personal histories, building of narratives around nature, their own lives and the city they belong to. They gave wings to their imagination in the form of a colourful assortment of expressions like masks, puppets, nature craft, family trees and a museum of personal objects. Resource persons and a team of energetic B.El.Ed students drawn from various colleges played a pivotal role in bringing the workshop to a meaningful culmination

Art Club

The Art Club members explored the use of different mediums and different themes all through the year. The club members went through a wide range of artistic expressions

from painting still life to sketching from flash cards to abstract painting. The Art club members decided *abstract painting* (using shaving brush and acrylic color on paper), as the theme for the Art Festival. The revelation of new colours through exploring the mixing of colours was exciting and resulted in a number of beautiful abstract paintings with vibrant colors.

Department of Education (DOE), Delhi University invited AADI for a National Symposium cum Workshop on Disability and Arts: The Possibilities and Prospects. The Art Club members with their mentor participated in the symposium. They confidently shared their experiences with the audience and interacted with the organizers and other participants. The paintings done by the Art Club and DOE were on display during the symposium.



Art Club Members at A National Symposium Cum Workshop on Disability and Arts: The Possibilities and Prospects, Department of Education, Delhi University

Art Festival

This year, a unique two-day inclusive Art Festival, **Anubhuti**, was held where artists from diverse backgrounds came together to showcase their talent in visual art and music. The art exhibition was inaugurated on the first day of the festival and the entire display area came alive on the day. Audio description was done for each painting and art pieces on display to enable visitors with visual impairment to enjoy the exhibition.





Glimpses of Anubhuti

Cooking Club

The cooking club focused on skills for survival cooking, i.e. preparing non fire snacks. This year emphasis was on mastering skills to prepare food items independently. Most of the members were able to learn the skill of preparing sandwiches and bhelpuri (this included slicing and chopping vegetables). The members also learnt to be aware of life skills like hygiene, self-care, health etc. The cooking club members prepared and served Jaljeera to all the visitors to the Rakhi Mela held at AADI.

Zaika

A small group of members who had graduated out of cooking club and were ready to learn higher skills in cooking were inducted in the Meal Preparation group. The Zaika team culminated its training by organizing a lunch for their parents on 16th June 2018.

- Realizing the zest and the need to carry forward the learning, the Zaika group continued to plan, learn and practice new skills. The team began to hold a Wednesday kitchen to cook & serve lunch to the staff, a much-anticipated event by AADI staff.
- There has been a remarkable progress in the self-confidence, communication and social skills of the Zaika group members. They learnt to bake almond cookies which they served with tea to all the guests at the Art Festival.



Zaika Team at Work

- The Zaika team got a number of opportunities to showcase their cooking and serving skills at different events held at AADI as well as in the community at **Anand mela** in C. R Park, **Apna Utsav** in Sunder Nagri and **The Learning Tree** in Defence Colony.
- The Zaika team along with **Tastesutra**, a hands-on cooking studio for tourists, groups and corporate team building workshops, and its volunteers organized an event **Aashayein**, where they prepared and served lunch to children from shelter home of **Ashray Adhikar Abhiyan (AAA)**.



Zaika Team Preparing and Serving Food at Aashayein



Ashray Adhikar Abhiyan Children Enjoying Food Prepared by Zaika Team

Music Club

This year the vocal group of the Music Club got many opportunities to perform in different events in the community. The members were invited to perform at **Anandmela** at Chittaranjan Park, **Zistatva** (Annual Fest) at Gargi College, **Apna Utsav** to celebrate diversity at Sunder Nagri and **Urban Folk Festival 2019** in Shahpurjat. The performance at **Zistatva** was inclusive with participation of Gargi College students at the event.

For the Art Festival Anubhuti, the vocal group of the music club brainstormed ideas and decided to present a medley of Sufi songs and the percussion group decided to welcome the guests with beats on Djembe and Drums. On the event day, the inclusive vocal group enthralled the audience with melodious singing. This included the music club trainers from the Manzil Mystic group and Gargi College students. All these performances through the year contributed in increasing the confidence of the members immensely.



Vishal Singing at Urban Folk Festival 2019 in Shahpurjat



Musical Performances During Anubhuti

Theatre Club

Hamaari Duniya: An inclusive group of young people participated in a two-month long workshop where in they had opportunities to explore self and issues that impact them. The workshop focussed on understanding of self, others, various social issues and diverse responses to those issues. Young participants not only discussed issues but also envisaged an ideal world or 'our world' where equality between genders, thoughtful educational practices, inclusion of people with disabilities, communal harmony, conservation of environment are valued. Theatre and visual art were used as methodologies to let young participants give free expression to their concerns and beliefs. The process led to the creation of a play 'Hamaari Duniya' which was performed at 'Apna Utsav'-a community festival organized at Sunder Nagari by Urban community team.

Winter Campaign

The winter campaign initiative is a contribution to the community that we live in. It is one of the ways of informing the society that people living with disability are aware citizens. Over the years the adult members at AADI have been doing their bit to help the homeless in collaboration with **Ashray Adhikar Abhiyan (AAA)**, an NGO working for the rights of Homeless people in Delhi. AAA runs 7 shelter homes for all age groups, and manages over 50 temporary shelters in winter.

The members follow a process of information dissemination, setting of individual work stations for collecting, sorting, mending, inventory, making sets according to gender & size, packing and finally presenting/sharing with the members of AAA. This was the first such experience of the members of visiting a shelter home for homeless people.



Visit to a Shelter Home

Diwali Mela (Deeputsav) October 2018

- The Diwali Mela is one of AADI's much awaited events promising much gaiety and festivity. The stalls are hosted by people with disabilities and their families, besides organisations in the development sector. There was a music Performance by young talented musicians.



People with Disabilities Hosting Stalls

Highlights of the Mela



Creative corner to paint Diyas and design own Toran (wall hanging)



Magic show for young and old alike

Winter Festival (Umang) December 2018

The event planned around the Christmas season, has many attractions specially for the young visitors. It is an inclusive event with attractive stalls set up by adults with disabilities, their families, friends of AADI and other non-government organizations. Highlights were:

- Food prepared and served by young chefs of Zaika Team and cooking club members
- Foot tapping group dance presentation by young artists, Srijanatmak Manushi Sanstha (a non-profit organization), with a mission to create an egalitarian, ecologically sustainable and peaceful world).



Young Artists from Srijanatmak Manushi Sanstha



Photo booth with colourful and interesting backgrounds



About 500 Visitors attended the event

D. Skill Development

UJALA

Ujala is a unit which produces block-printed handmade paper products and runs in collaboration with people with disabilities. They contribute in all aspects of product development from procurement of raw material to coordination with vendors; manufacturing; packaging and marketing. Ujala is also an avenue for training and internship for adults with disabilities. This is a training unit for developing skills in the production of hand made products and others related to the retail sector.

Ujala offers a wide range of block - printed stationery and utility products which are sold at the NavRang Shop located within the premises and through stalls organized by corporate offices, RWAs, Colleges, Schools, Embassies etc. around festivals like Diwali, Raksha Bandhan, Christmas and New Year. This year Ujala products were sold through 46 such avenues.

Highlights:

- Ujala received bulk orders from 19 customers for products like photo frames, cash envelopes, folders, diaries, bags and set of 3 trays.
- All India Institute of Medical Sciences (AIIMS) regularly places orders for folders and writing pads for conferences held there. This has been a regular order since last three years.
- Azad Foundation and Public Health Foundation of India (PHFI) are two other organizations which regularly purchase folders, diaries and writing pads for their conferences.
- A young man got invitation cards printed at Ujala for his own wedding and sent a message later, *"Perfect – the combination, paper color, printing color and design was nice, thank you all"*.

- Another family got saree bags customized to pack sarees for their new daughter-in-law.
- A bulk order for 1000 pieces of folders and photo frames was delivered to the International Federation of Freight Forwarders Associations (FIATA) for their annual World Congress Meet. The products were much appreciated by the participants.
- *"We've picked up the order of diaries. They're perfect and just how we had imagined them. Thank you"* Varnika, Gargi College student who had ordered diaries to gift to her seniors as a farewell token.
- The Singapore and Sydney office of Google purchased Ujala products to gift them to their staff on Diwali.

Last year after the training on block printing on fabric, block print cotton, kota and chanderi dupattas were produced. They were printed and sold in the Rakhi Mela and Diwali Mela at AADI. They were very well received and Ujala received special orders from many customers for the same.

Two members who have good embroidery skills added value to the silk stoles and dupattas by embroidering them and putting tassels. These were put for sale at the Winter Festival and got sold like hot cakes. The block-printed dupattas and the silk stoles and dupattas have added to the glory of the Ujala products!



Block-Printed Chanderi Dupattas on Display

NavRang

NavRang celebrates the diversity that exists amongst people and, in particular, believes in the inherent capabilities of individual persons with disabilities. It provides a platform to showcase the individual's talents, abilities and skills. As a socially conscious enterprise, it links with other like-minded organizations to create meaningful, value creating opportunities and occupations for people with disabilities. NavRang shop also facilitates opportunities for skill development and livelihood in retail sales sector.



Hemraj on Internship in NavRang

E DAKSH - Towards Digital Inclusion

E Daksh is the accessible & inclusive computer training center of AADI that was set up in collaboration with Canara Bank in 2015 and was supported by them till June 2018. It provides accessible infrastructure and furniture and curriculum with need-based specific accommodations. Technology support is provided in the form of Big Switch, JAWS and Dragon Naturally Speaking (speech to text) software. Students from different socio-economic backgrounds and those with disabilities across a wide spectrum have been benefitting from the training at E Daksh. Students with disabilities are enrolled through the Care Plan process of AADI while the non-disabled students are admitted directly in E Daksh. The no-fee structure of E Daksh has made the training affordable to all aspiring students from low income families from the neighboring colonies who are studying in government schools.

The training is customized and made accessible to suit the individual needs of all students, especially for those having disability. Students can choose between English or Hindi as a language for learning. Simple language, short sentences, repetition of concepts & instructions are some of the ways adopted by the trainers to facilitate learning of all students. For students with disabilities who require one on one training, sessions are planned accordingly. In order to prevent loss of skills after the course is over, the students are allotted weekly time and space at E Daksh to practice the skills that they had learnt during the training period. Peer support to each other is encouraged which leads to meaningful relationships amongst them.

Awareness in Computer Concepts (ACC), Basics in Computer Concepts (BCC) and TALLY were the courses conducted at E Daksh this year.

ACC: It is an introductory course which equips the students with the basic knowledge and practical skills in MS word, excel, power point & internet for day to day operations. The course is guided by the National Institute of Electronics and Information Technology (NIELIT) and is certified by AADI. In the year 2018-19, 151 students were enrolled in the course in ACC.

BCC: It is a foundational course which equips a person to use the computers in day-to-day life for professional and personal use. It includes theory and practical classes which are

conducted at E Daksh. Students appear for an on-line exam conducted by NIELIT. The successful students are awarded e-certificate by NIELIT. In the year 2018-19, 9 students were enrolled in the course in BCC.

TALLY: Hands on training was conducted for four students with the support of Finance team of AADI in accounting software to equip them to work in accounting management.



Valedictory Function-E Daksh

A young Post Graduate from Dehradun in Uttarakhand was on a short visit to Delhi. This young man had applied for a job of a Data Entry Operator with Uttarakhand Government. When he enrolled in E Daksh, he had some basic computer skills. At E Daksh he got the support to rigorously polish his present skills and enhance them to be a data entry operator. He passed the entrance exam and interview and is working as a data entry operator in Dehradun

It is a constant endeavor to work towards enhancement of skills of all students. The digital forms or e-Forms can be filled in faster and more accurately. Two students with disability were trained in e-Filling. One of them has become expert in scanning, resizing and uploading the documents while filling the Unique Disability ID (UDID) registration form for people with disabilities. She now not only fills the UDID application for the clients of AADI, but also for organizations like National Association for the Blind (NAB) and ANCHAL.

E. Jeevika Livelihood Project

AADI- Oracle: Jeevika Livelihood Project

The aim of the Jeevika project, supported by Oracle, was to create inclusive livelihood opportunities by focusing on creating and supporting multiple livelihood options for youth with disabilities which included internships, businesses & open employment. This was done through a two-pronged approach. A desk research was done to study and suggest **inclusive employment policies and practices** to address barriers for youth with disabilities in open employment. The second aspect was the **employability program** which prepared youth with disability to link with a continuum of sensitized work opportunities in the community.

Design and promotion of Diversity and Inclusion Policy

Highlights of this research study were shared at a Round Table on Inclusive Livelihoods. Primary data collection was also collated for which a survey tool had been designed of organisations winning awards and/ or being discussed in press as being inclusive employers of persons with disabilities. The **Round Table “AAJEEVIKA - LEAVE NO ONE BEHIND”** was organized to deliberate issues related to creating inclusive livelihood opportunities for people with disabilities. The objective was to share the good practices that have positively impacted the employment scenario and to discuss suggestions for scaling up. This Round Table was organized on the 9th April, at the India Habitat Center.

The Round Table had a robust participation from NGOs representing diverse disabilities including those that have been added in the RPWD Act 2016. Industry was represented by leading players in the sectors of IT, Hospitality, Banking and Academia. Besides, there were employees and entrepreneurs with disability, young trainees with disability, parents & researchers who participated in the thought provoking and lively interactions.



Glimpses of Round Table “AAJEEVIKA

The Employability Program

- 165 adults (18 to 40 years) across disabilities were enrolled for the Jeevika project who benefitted from employability skill and specific work training & link to livelihood opportunities.
- 129 clients underwent workshop-based soft skills trainings on understanding work and building communication skills.
- Other 36 clients underwent training through individual sessions including some linked with professional courses on TALLY, stitching etc.
- 31 potential employers were identified and contacted in retail, hospitality and IT sectors to share the significance of internships/work opportunities for persons with disabilities.
- 50 internship sites within AADI and 12 outside AADI were identified and prepared for internship and work opportunities.
- 62 persons with disability were placed and supported in internships within AADI and outside. These included library Assistant in Delhi School of Social Work, retail work

at Lajpat Bhawan, managing billing at Pooja Sales Corporation, internship in family businesses etc.

- 35 persons with disabilities are currently being supported in job placements.

Internships

Internships are on-the-job training opportunities to gain basic hands on experience, gain new skills, and apply knowledge to real work situations while working under the supervision of a job coach and/or a mentor. These opportunities help to develop soft skills which are essential for employability. This year some new avenues were identified within AADI and outside for internships. We were able to undertake employability skills assessment and training that revealed strengths & aspirations of each client which helped to further plan for specific skill enhancement/ directly link with work opportunities. There were opportunities for interaction and sensitization of employers to create a positive and equitable work culture.

These were in different processes of Ujala, NavRang, Art Festival, Winter Campaign, Finance, Zaika Cooking club, Urban Community Project etc. and at different events held at AADI.

This year some older internship continued while new internships were initiated in a General & Provision Store, café and retail stores.

The internships that took place in Ujala production unit were towards training in block-printing and allied activities related to block printing. Besides the production related activities, members also learnt to co-manage the Ujala stall at different locations. The experienced craftspeople, who were primarily persons with disabilities, trained and mentored other trainees.

People were trained in the different steps of the process right from procurement, design and production, inventory of raw material and finished products, packing and sales. Besides this, they were trained in data management. This data is used for analysis of the sales and then it is incorporated into the planning for production and marketing for the following year.

Besides gaining skills, the internship process helped develop social and communication skills and teamwork amongst the trainees. It built self-esteem and their confidence and independence. The allowance or stipend paid during this period gave them a sense of pride in being able to financially contribute towards their own expenditure and to their families as well.

We learnt in this process that it was imperative to link people with suitable and accessible market-oriented training opportunities, especially for women with disabilities. Enabling clients to gain an opportunity for work involved supporting the client to progress incrementally, recognizing that each individual will learn and grow at their own pace. It was necessary to build a discourse of the rights framework with clients, families, community and employers with a focus on equal opportunities for work, given the RPWD Act 2016

SECTION III: FINANCIAL AND HUMAN RESOURCES

- 7. RESOURCE MOBILIZATION**
- 8. FINANCIAL STATEMENTS**
- 9. AADI STAFF LIST**
- 10. GOVERNING BODY OF AADI**

7. RESOURCE MOBILIZATION

Donors, sponsors and friends have helped us to sustain and take our work forward. This has been for events like the Airtel Delhi Half Marathon and Tata Mumbai Marathon, regular smaller in-house events and for specific infrastructure and project related funding. We acknowledge and deeply appreciate the support received from all our donors, volunteers, resource people, family and friends of AADI.

Highlights of specific grants:

- A generous grant from **Lal Family Foundation** helped us in organisational development, training & infrastructure development
- **Oracle** supported the project on research, skill training and creating livelihood opportunities for youth with disability.
- Consistent contribution from Lala **Diwan Chand** for the Sambhav Resource Centre
- Specific grant from **LIC Golden Jubilee Foundation** enabled the purchase of a vehicle for travel to the Rural Community Based Programme in Faridabad district.
- **G-Cube Webwide Software Pvt. Ltd.** supported part expenditure of the E Daksh programme
- A grant from **Edelman India** provided support to the education project to the Sunder Nagri Community project
- **Google Giving Foundation** supported us this year with the E Daksh project through the mobilisation done by Ms. Tarini Chopra, a friend of AADI. Besides, her father, a long-time associate of AADI, Mr. Tushar Chopra and she have also raised money towards the installation of solar panels and LED lights to cut down AADI's electricity expenditure
- AADI had applied for the education project of the RCBR programme under the **HCL Grant**, where we reached the quarter final stage. We have featured in the third edition of "The Fifth Estate", published by Roli Books as one of the 10 best NGOs in the field.

Music event: Swaranjali

The well-known Maestros Duo Pt. Ritesh Mishra and Pt. Rajnish Mishra of the Benaras Gharana performed for AADI at the annual fund-raising event titled, "*Swaranjali*" on 16th of March 2019, at AADI. Their mesmerizing music enchanted the listeners, creating a serene atmosphere. We gratefully acknowledge their support as well as that of all other friends, supporters and well-wishers, present that evening. DCM Sriram, a longtime supporter of our work, sponsored the event and the event was supported by IFFCO.



**Board Member, Praveen Gurnath, welcoming the audience
Glimpses of the Musical Performance**

Fundraising events

A. Airtel Delhi Half Marathon (ADHM) 2018

A team of 130 people from AADI participated in various categories at ADHM 2018: Champions with Disability, Great Delhi Run, 10 km & 21 km. There was enthusiasm and high energy on display with messages, slogans and songs on the theme of disability.

We raised 6 lakhs through the corporate support of **Kotak Mahindra Bank** and through the efforts of individual staff members and friends of AADI. Young fundraisers from **British School & Sardar Patel Vidyalaya** also fundraised for us. We thank our young enthusiastic fundraisers - Aashray, Karthik & Keertannya.

A. Tata Mumbai Marathon (TMM) 2019

Fundraising at **Tata Mumbai Marathon 2019** was through the endeavours of friends of AADI –Anubhav Adlakha and Kanwar Vivek, who raised nearly 5 lakhs for AADI.





Glimpses of ADHM 2018

AADI STAFF



Jyotsana, Darsana & Bimla



Atul



Kaleshwar



Gyanesh



Kamla, Narender, Chanchal, Chaman, Roshni, Sachin, Indira, Ramesh, Kanta & Rajpal



Amar Singh



Meena & Jokhu



Hansnarayan



Saranjeet



Manuja



Deepak & Vinay



Shweta

AADI STAFF



R.K. Sahni, Seema, Yogender, Gavender & Harpreet



Virender, Sanjay & Anita



Bishwajit



Shilpa, John, Rohit, Ayushman, Mohita, Anamika, Meera & Ajit



Upender



Indranil & Praveen



Saukat



Nirmala



Anushree



Minakshi, Nandlal & Sunehar



Meen Bahadur, Sovan & Arabinda



Sarfaraz, Puja, Dimpi & Raminder



Nidhi Jalan

AADI STAFF



Shanti



Charulekha, Jitender, Sheetal, Renu, Shahana, Manavi, Anuradha, Syamala, Madhu & Manjula



Uttam & Om Prakash



Surinder, Gavender & Nagender



Kamini



Sarbati



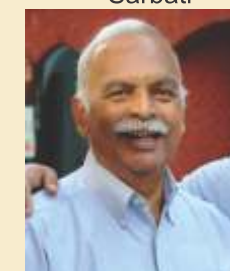
Om Prakash



Nisha



Muthu Subramaniam, Gurucharan, Chetan & Yuna



M.S. Sridhar



Ratankali



Rajeev & Mohan



Suresh



Neena



Meenakshi

8. AADI STAFF (AS ON MARCH 2019)

Executive Director: Gidugu Syamala
Deputy Executive Director: Madhu Grover

Director: Renu Anuj

Managers / Coordinators of Activities

Charulekha Khandelwal
 Manavi Jalan
 Manjula Mehra
 Meenakshi Sharma
 Nidhi Jalan (on leave)
 B. Anuradha
 Jyotsna

Shahana Chakraborty
 Sheetal Batra
 Praveen Kr. Singh
 Darsana Khir
 Jitender Singh Tomar
 Mohammed Sarfaraz
 Rohit Kumar Chaudhary

Rehabilitators (Associates)

Narender Pal Kaur
 Raminder Kaur
 Manuja Mishra
 Dimpi Rani Raisinghani
 Puja Lalchandani
 *Anushree Das
 Yogendra Kumar

*Shweta Ladsaria
 Md. Saukat Hossain
 Mohita Mitla
 Indernil Chakrovarty
 Deepak Jain
 Chanchal Lata
 Anamika Modak

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

Manager/Coordinator of Activities:

Gavender Kumar
 Seema Ghosh
 M.S. Sridhar

Associates / Asst. Executive Officer:

Harpreet Mehta
 Saranjeet Kaur

Secretaries / Telephone Operator:

Meenakshi Sharma
 Nisha Sawhney
 Rajeev Uppal
 Yuna Noor

Jr. Assistants / Receptionist:

Muthu Subramaniam
 Uttam Mandal
 Atul Mohan Mehta
 Neena Sharma

Sanjay Sharma
 Chetan Razdan
 Gurucharan Singh
 Vinay Viz

Non-Technical Staff

AjitBaxla
 Amar Singh
 Anita Devi
 Vimla Chauhan
 Virender Kumar
 *Gyanesh Tyagi
 Hans Narain
 *Jai Singh
 John Kindo
 Jokhu Ram
 Kaleshwar Singh
 Min Bahadur
 Meena Singh
 Meera Devi

Nagender Yadav
 *Kamini Prasad
 NandLal Sharma
 #Nirmala Devi
 Om Prakash (Jr.)
 Om Prakash Chauhan
 Ratankali
 Shanti Paswan
 Sovan Singh
 Sunehar Singh
 Surender Mishra
 Suresh Kumar
 Upender Yadav
 Bishwajit

Rural Centre Dayalpur

Rehabilitators, Support Staff:

Chaman Khan
 Kamla Devi
 Sarbati
 *Krishna Devi Arya
 Ramesh Chand

*Indira Vashisth
 Kanta Devi Sharma
 Rajpal Singh
 Roshini
 Sachin

* Left 2018-2019

passed away 2018-2019

8. AADI STAFF (AS ON MARCH 2019)

Executive Director: Gidugu Syamala
Deputy Executive Director: Madhu Grover

Director: Renu Anuj

Managers / Coordinators of Activities

Charulekha Khandelwal
Manavi Jalan
Manjula Mehra
Meenakshi Sharma
Nidhi Jalan (on leave)
B. Anuradha
Jyotsna

Shahana Chakraborty
Sheetal Batra
Praveen Kr. Singh
Darsana Khir
Jitender Singh Tomar
Mohammed Sarfaraz
Rohit Kumar Chaudhary

Rehabilitators (Associates)

Narender Pal Kaur
Raminder Kaur
Manuja Mishra
Dimpi Rani Raisinghani
Puja Lalchandani
*Anushree Das
Yogendra Kumar

*Shweta Ladsaria
Md. Saukat Hossain
Mohita Mitla
Indernil Chakrovarty
Deepak Jain
Chanchal Lata
Anamika Modak

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

Manager/Coordinator of Activities:

Gavender Kumar
Seema Ghosh
M.S. Sridhar

Associates / Asst. Executive Officer:

Harpreet Mehta
Saranjeet Kaur

Secretaries / Telephone Operator:

Meenakshi Sharma
Nisha Sawhney
Rajeev Uppal
Yuna Noor

Jr. Assistants / Receptionist:

Muthu Subramaniam
Uttam Mandal
Atul Mohan Mehta
Neena Sharma

Sanjay Sharma
Chetan Razdan
Gurucharan Singh
Vinay Viz

Non-Technical Staff

AjitBaxla
Amar Singh
Anita Devi
Vimla Chauhan
Virender Kumar
*Gyanesh Tyagi
Hans Narain
*Jai Singh
John Kindo
Jokhu Ram
Kaleshwar Singh
Min Bahadur
Meena Singh
Meera Devi

Nagender Yadav
*Kamini Prasad
NandLal Sharma
#Nirmala Devi
Om Prakash (Jr.)
Om Prakash Chauhan
Ratankali
Shanti Paswan
Sovan Singh
Sunehar Singh
Surender Mishra
Suresh Kumar
Upender Yadav
Bishwajit

Rural Centre Dayalpur**Rehabilitators, Support Staff:**

Chaman Khan
Kamla Devi
Sarbat
*Krishna Devi Arya
Ramesh Chand

*Indira Vashisth
Kanta Devi Sharma
Rajpal Singh
Roshini
Sachin

** Left 2018-2019*

passed away 2018-2019

9. FINANCIAL STATEMENTS

FINANCIAL STATEMENTS SUMMARY OF AUDITED INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2019

PARTICULARS	31st March,2018	31st March,2019
	Rupees (in Lakhs)	Rupees (in Lakhs)
INCOME		
Donations	52.52	98.08
Interest	32.49	30.48
Grants	91.47	58.2
Income from other sources	136.39	158.02
TOTAL :	312.87	344.78
EXPENDITURE		
Administration / Establishment	117.42	119.76
Depreciation	8.98	9.10
Project Expenses	237.56	238.24
TOTAL :	363.96	367.10
Amount transferred to Earmarked Fund	(-)51.09	(-)22.32

Compiled from the Audited Financial Statements of the Society

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

SAHIL MEHTA
(PARTNER)
M.No. 532776



For Action for Ability Development & Inclusion

(SECRETARY / EXECUTIVE DIRECTOR)

SUMMARY OF AUDITED BALANCE SHEET AS AT 31ST MARCH 2019

PARTICULARS	31st March,2018	31st March,2019
	Rupees (in Lakhs)	Rupees (in Lakhs)
LIABILITIES		
Corpus Funds	602.93	602.93
Earmarked Funds	718.75	700.18
Current liabilities	123.57	76.67
TOTAL :	1445.25	1379.78
ASSETS		
Fixed Assets	75.65	76.52
Investments	359.00	319.00
Current Assets and Loans & Advances	157.66	109.01
Income and Expenditure A/c	852.94	875.25
TOTAL :	1445.25	1379.78

Compiled from the Audited Financial Statements of the Society

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

SAHIL MEHTA
(PARTNER)
M.No. 532776

Place: New Delhi

Dated: October 10, 2019



For Action for Ability Development & Inclusion

(SECRETARY / EXECUTIVE DIRECTOR)

10. 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

Ms. Kamla Bhasin

M.A (Economics) Rajasthan University
Advisor, SANGAT

Mr. Praveen Kumar Gurunath

MSW, (Community Development)
Program Manager, VSO

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.

Ms. Madhu Grover

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

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.

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

Dr. Mathew Verghese

MS Orthopedic (Surgery)
St. Stephens' Hospital

Mr. Rakesh Thukral

Graduate
Managing Director
Edelman India Private Limited

LIST OF ABBREVIATIONS

AAA	Ashray Adhikar Abhiyan
AAC	Augmentative and Alternative Communication
ACC	Awareness in Computer Concepts
AADI	Action for Ability Development and Inclusion
AFA	Action for Autism
AIIMS	All India Institute of Medical Sciences
ASHA	Accredited Social Health Activist
BCC	Basics in Computer Concepts
BIRAC	Biotechnology Industry Research Assistance Council
BSS	Bodh Shiksha Samiti
CBSE	Central Board for Secondary Education
CEO	Chief Electoral Officer
CSO	Civil Society Organisations
CWD	Children with Disabilities
DC	Disability Certificate
DCH	Delhi Cheshire Home
DDRS	Deendayal Disabled Rehabilitation Scheme
DOE	Department of Education
DSWO	District Social Welfare Officer
ECI	Election Commission of India
ED	Executive Director
FIATA	The International Federation of Freight Forwarders Associations
GEF	Good Earth Foundation
ICDS	Integrated Child Development Services
IEB	Inclusive Education Branch
IFFCO	Indian Farmers Fertiliser Cooperative Limited
IIT	Indian Institutes of Technology
JAWS	Job Access With Speech
KMT	Knowledge Management Team
NAB	National Association for the Blind
MHC ACT	Mental Health Care Act
NCPEDP	National Centre for Promotion of Employment for Disabled People

NIELIT	The National Institute of Electronics and Information Technology
NIFT	National Institute of Fashion Technology
NIEPMD	National Institute for Empowerment of Persons with Multiple Disabilities
PHC	Primary Healthcare Center
PHFI	Public Health Foundation of India
RBSK	Rashtriya Bal Swasthya Karyakram
RPWD	Rights of Persons With Disabilities
RTE	Right to Education
RWA	Resident Welfare Association
SDM	Sub Divisional Magistrate
SETs	Special Education Teachers
SEWA	Self-Employed Women's Association
SMC	School Management Committees
SOIL	School of Inspired Leadership
SPARC	The Scheme for Promotion of Academic and Research Collaboration
SSNI	The Spastics Society of Northern India
TISS	Tata Institute of Social Sciences
TLM	Teaching Learning Materials
UDID	Unique Disability ID
UNESCO	The United Nations Educational, Scientific and Cultural Organization

Our Song of 30 Years



There was a time 3 decades ago, When India seemed to just ignore
The needs of Spastics, What were they? But some of us knew more



ये बच्चे ग्री है, इनकी needs भी है special, इनके school भी हो special
थोड़ी बहुत पढ़ाई करके, कुछ तो लगे कमाने, तभी तो इज्जत मिलेगी, जब normal हो जायें सारे



And so we worked to fit them in, The public they were learning (I'LL TRY LET ME IN)
And yet we needed to reach to more, that issue still lay burning



"chahe handicapped kaho
chahe viklang kaho
Par izzat se kaho"

And there we were 2 decades ago, with questions that gave power (LET ME IN, I DO BELONG)
To change that slowly seeped right through, and brought in CBR



फिर हमने भी ने माना therapy घर है पहुँचाना
समुदाय के जन मानस से सीखना और सिखाना



And so we worked to access all, for impact that sustained (LET ME IN, I DO BELONG)
But still some unease reared its head, were 'disabled rights maintained'?



"hatho mein haath le hum jatan yeh karein
Jondagi aansuo se nahal na ho"



And now we're at our present ten, and it's 2008 (I AM IN, YOU ARE IN, WE ARE IN IT TOGETHER)

A different world, a different name, the changes have been great

आज हवा कुछ अलग चली है, कानून को पहचान मिली है
हर व्यक्ति की आवाज़ छे, जाकरत नहीं अधिकार छे



The ones with difference have a voice
It's based on right not need (I AM IN, YOU ARE IN, WE ARE IN IT TOGETHER)
The laws are here their words hold hope, inclusion is our creed



"Hak ka sawaal hain bhaiya hak ka sawal hai
Tera bhi sawal hai bhaiya, mera bhi sawal hai"

The journey has been long and hard, many have walked along
For an equitable world where oneness reigns, may our vision still soar strong

ONE WORLD हम सब

ONE ROOF एक साथ

ONE VOICE एक सच

ONE TRUTH एक लाज



Inspiration

When you are inspired by some great purpose, some extraordinary project, all your thoughts break their bonds; Your mind transcends limitations, your consciousness expands in every direction, and you find yourself in a new, great and wonderful world.

Dormant forces, faculties and talents become alive, and you discover yourself to be a greater person by far than you ever dreamed yourself to be.

Patanjali



Action for Ability Development and Inclusion

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Website: www.aadi-india.org

Rural Community Based Rehabilitation Centre,

Dayalpur Primary Health Centre,

Ballabgarh Block, Faridabad (Haryana)