

Community Initiatives in Inclusion 2017

Sponsored by
The Women's Council, UK
&
ADAPT
(Formerly The Spastics Society of India)
Mumbai



The Women's Council, UK

CII 2017 PARTICIPANTS THE MASTER TRAINERS



Topline from left to right

Rev.Fr. Mariampillai Robert Jacob cmf, Farzana Akter, Fayequa Sham, Sangeeta Jagtiani Vaswani, Oyuntuya Myanganbayar, Dr. Frances Moore, Dr. Mithu Alur, Vaishali Gaikwad, Rena Joshi, Ashita Sultana Chowdhury, Gerelmaa Dorjdulam, Melam Zangmo, Mrs Varsha Hooja, Pooja Kumari Chaudhary, Namgay Om, Saumya Sharma, Sr. Suhirthaselvi Boniface.

Bottom, from left to right

Sr. Rita Mary Helan Robert, Sneha Gangan, Shehzeen Saud Parpia, Anorgul Mushkieva, Zukhal Tursunboeva, Ameno Catherine Rolnu, Ms Malini Chib, Rasanayakam Jeyanthini, Tenzin Dadon.

PARTICIPANTS SPEAK...

India

Saumya Sharma – Dehradun

I was keen on the CII course to know more about inclusive development. I am happy to say that I am going back to my community with a big bag of knowledge and resources on inclusion. I thoroughly enjoyed some of the lectures; the context was clear, the method was participative and the message came across beautifully. I have had an amazing time all thanks to the wonderful faculty and friends from the CII course. It is because of them that these three months just flew by.



Ameno Catherine Rolnu – Nagaland

The course helped me increase my knowledge in areas of disability and inclusion, disability etiquettes and the appropriate terminology to be used.

Shehzeen Saud Parpia – Mumbai

My views about disability and inclusion were broadened and the myths and misconceptions were cleared



Vaishali Gaikwad – Mumbai

I feel that I became more inclusive and learnt more about inclusion. I also gained confidence to talk in front of people and how to approach higher authorities.

Sneha Gangan – Mumbai

At a personal level, I learnt that there are many ways of looking at a problem and on the professional level I got deep, detailed information about disability, types of disabilities and knowledge about our NGO.



Tibetan Government in Exile

Tenzin Dadon

Because of my science background, my understanding of disability was based on the medical model of disability. I now realize that when I was doing my Master's project on Alzheimer's I was only concerned about the possible etiology and the chemistry of the disease rather than the emotions and human values involved in it. After doing this course, I have started thinking about not only disability but all sort of illness from a more humane perspective. The social model of disability is strongly engraved in my mind and will be reflected in all my future studies and endeavors. I have learnt how to conduct effective workshops and the module on CBR will surely help me in the near future as I plan to work at the grass – root level. Thank you ADAPT and Women's Council, U.K. for making me a stronger and better person.



Bhutan

Melam Zangmo

Firstly I am very grateful to be a part of the CII Course. I would say, whatever I have learned from this course I am going to share with my organization and hope that these will help improving services tendered to disabled persons in Bhutan.



Namgy Om



My journey with ADAPT had been a wonderful experience for me. I have learned many new things and it is really a great exposure for me. I have met with wonderful and motivated souls. I gained in - depth knowledge and it has helped me to become more independent. There is a lot of change in my attitude. I am going to share my learning with my friends too. I also would like to say that I am now inclusive and hopefully I would be able to make all our people inclusive too.

Nepal

Rena Joshi

From this course I have learnt more about disability and how to practice and promote inclusion. I have learnt that we should be more patient to practice inclusion because it is a journey not a destination. Similarly, I have also learnt the Child to Child approach and how to encourage full participation. This course changed my way of thinking about people with disabilities.



Pooja Kumari Chaudhary

I am very grateful to be a part of the CII course. Before coming here inclusion was only a political matter for groups. After coming here I realised that there is inclusive education and it is very important to have inclusion in each and every sector. I also gained practical knowledge on how to make presentations, how to counsel, working with community and overall management. Wherever I stay, I will work for inclusion and try to change the attitudes starting with myself and my community.

Tajikistan**Anorgul Mushkieva**

I would like to say that the course taught me personal and as well as professional skills, Through the knowledge that I gained on how to conduct training workshops with children with disability, work with the community, identify challenges that the community or person with disability (PWD) face. I am convinced that the knowledge that I gained from this course will help me in my work with PWD and for the disability movement.

**Zuhal Tursunboeva**

From this course I learnt a lot of things and I got knowledge about disability and inclusion. The most important I think was early intervention, CBR, Child to Child Teaching and Policy. Now when I face any barriers back home, I will make an action plan to solve it and before my action plan I will do gap analyses.

Mongolia**Oyuntuya Myanganbayar**

At the professional level, I learnt how to conduct workshops. I will now use these active teaching methods for my students. At the personal level, I got the opportunity to communicate with people from different countries. I feel more confident after the course.

**Gerelmaa Dorjdulam**

I am very happy to have joined this course. I learnt a lot on this course about CBR, the critical first 5 years and early intervention, assessment and inclusive education, etc. Thank you very much ADAPT. Dhanyawad, I will use this experience of inclusive education, Child to Child approach in my Kindergarten No. 10. At the personal level, communicating with people from different countries has made me more confident.

Sri Lanka

Sr. Rita Mary Helan Robert

I am very happy to have joined this course. I learnt a lot about CBR, inclusive education, inclusion of children with disability. I now understand the difference between inclusive education and inclusion. I realize the barriers and solutions in my country. I learnt about different disabilities and found how we can overcome barriers through the use of universal design.



Rasanayakam Jeyanthini

I am very happy to have joined this course. I have learnt about CBR and inclusive education. Knowledge about how to include children with disability is very helpful to me and my organization. Thank you ADAPT and Women's Council U.K. for the support.

Sr. Suhirthaselvi

It was a very enriching experience. I learned a lot about disability, especially about inclusion and inclusive education. I was inspired by ADAPT's services and each staff members' dedication. I have got many ideas now and information on how to implement inclusive employment for our beneficiaries in our woman's empowerment centre which I will enforce when I go back.



Rev. Fr. Mariampillai Robert Jacob

Before attending this course, I didn't have knowledge about inclusion and inclusive education I am very happy and glad to say that now I have full knowledge to spread inclusion in my country as well as I have the confidence to practice inclusion.

Bangladesh

Ashita Sultana Chaudhary

This course has helped me to evolve both personally and professionally. From the professional perception, I am going back with a new set of skills and knowledge to positivity influence the attitude of my community towards disability. Rigorous brain storming, critical thinking and research to find out the barriers to inclusion has lead me to prepare my action plan which has been the biggest achievement for me because I am going back to my country with a tangible and concrete guideline to execute my work.



On the personal level I have made friends for life who have inspired me greatly. In the beginning of the training Mrs. Hooja asked us 'How many of you have a friend with disability' and I could not say Yes. But now, I can say yes I do have a friend with disability but not because of her disability but because of her amazing personality and friendliness.

I am immensely grateful to ADAPT for providing and creating such environment where able and disabled could come together and make friends for a lifetime.

Fayequa Shams

This course changed my way of thinking about not only people with disability but also about all marginalized groups. I now have the skills to confidently conduct trainings and workshops to bring a change in my community.



Farzana Akter

Before attending this course, I had not heard about inclusion. I gained knowledge and understood the true meaning of inclusion after attending this course.



COMMUNITY INITIATIVES IN INCLUSION (CII) 2017

Background

The Community Initiatives in Inclusion course conceptualized by Dr. Mithu Alur Founder Chairperson, ADAPT (formerly The Spastics Society of India) and Course Director, CII, with initial support from the Institute for Global Health (IGH) is sponsored by ADAPT and The Women's Council, UK to train Master Trainers, who could run, plan, and train others to run community disability services within an inclusive framework. The course which began in the year 2001 with participants from Mumbai became a national level course with participants from all parts of India in 2002 and expanded to include participants from the Asia Pacific Region in 2003.

The course content includes modules on Disability, Policy, Inclusion and Community. It is conducted in two phases. The first fourteen weeks consists of taught sessions, practical work and field work in Mumbai. At the end of first phase the participants submit a project entitled '*Context and Culture Specific Model for Inclusion*' developed under the guidance of Dr. Mithu Alur on spreading inclusion in their respective countries. The last three months is the implementation phase at the participants' own places of work. Dr. Alur and her team comprise the internal faculty and professionals from allied fields are our external faculty (Details are attached as Annexure I).

Preparation for the course continue through the year. After the reports have been shared, the database of organisation in countries in the Asia Pacific Region is updated and networking begins in earnest from August.

August 2016 to January 2017

- *Networking with National and Asian non - government organizations (NGOs) for participants:* Announcement letters are sent out every year in the month of August to all past participants of the course and participating NGOs of all nineteen countries who have deputed participants. A net search was conducted to identify new NGOs in these nineteen countries and to identify NGOs working in the fields of disability in other Asia Pacific countries who were also forwarded the details of the course. All queries were responded to.
- *Applications:* The applications were studied by the ADAPT team and email communication initiated. Skype interviews were scheduled.
- *Skype Interviews:* Skype interviews have helped in selecting participants with interest in the field along with reasonable English language skills. The rules and regulations, expectations of the course were also discussed at these interviews. Five rounds of skype interviews were conducted to select the twenty one participants this year.
- *Selection of Participants:* Two lists were drawn up: one of participants selected who were sent selection letters with details and a second list of participants shortlisted for admission in case of dropouts.
- *Drop outs of Participants:* This year we had four participants drop out.

- Tenzin from Bhutan got admission into a full time one year course.
 - Buyankshin from Mongolia had to withdraw her admission as her father fell critically ill. Her fee was refunded.
 - Socheat from Cambodia and Thin Thin from Myanmar could not find replacements to carry on their duties while they attended the course.
- *Selection Letters:* Selection letter were sent by email to all selected participants and their organisations.
 - *Issuing Tickets:* On receiving the registration fee, the tickets of the participants were booked and the itinerary shared with the participants.
 - *Transports:* was organized to receive all participants at the airport and bring them to the Centre. Details of this shared with the participants along with the telephone numbers of the Hostel Warden and Course Coordinator in case they needed support.
 - *Foreigner Regional Registration Office (FRRO) formalities:* This year all foreign students have had to be registered online with the FRRO Office Mumbai within 24 hours of their arrival into the country and then visit office with their passports for verification. This new procedure took two days to complete.

January 2017 to April 2017

Inauguration

The sixteenth Community Initiatives in Inclusion course was formally inaugurated on Wednesday, 10th January 2017 by Mr. Kamal Bakshi, *Vice Chairperson, ADAPT*, Professor Ketna Mehta, *Founder, Nina Foundation & Associate Dean - Research, Welingkar Institute of Management Development and Research*, Mr. Arup Patnaik, *Former Police Commissioner, Mumbai & Member Governing Body*, Mr. Jayabrato Chatterjee, *Member Governing Body & Communication Expert* and Mrs. Rekha Vijayakar, *Senior Director, School Services & Pedagogy, ADAPT*.

This year we had twenty one participants from eight countries. Of these, five participants were from India, two each from Bhutan, Bangladesh, Mongolia, Tajikistan and Nepal, four from Sri Lanka and one from the Tibetan Government in Exile. The participants were from various professional backgrounds: therapists, educators, social workers, activists, volunteers, administrators, researchers, Heads of schools and parents of people with disabilities. Four of participants had disabilities.



Prof. Ketna Mehta, Mr Jayabrato Chatterjee, Mr. Kamal Bakshi and Mr. Arup Patnaik inaugurate the course



Mrs. Vijayakar talks about inclusion in mainstream schools

The course began on the 9th of January 2017 and followed the earlier format of taught sessions from 9:30 a.m. to 3:30 p.m. from Monday to Friday. Sessions were also scheduled on some.

Participants from Nepal, Tajikistan and Bangladesh also needed additional classes in English to upgrade their skills. Swami Mounananda began English speaking classes from the first month. These were supplemented by spoken language sessions by Ms. Leena Gomes.

Interactive teaching strategies were used, ensuring the involvement of every participant. The curriculum was delivered through:

- Lectures
- Workshops and Seminars
- Conferences
- Films on disability
- Field trips
- Visits
- Focus Group Discussions
- Classroom Observations
- Interactive sessions with students and young adults
- Projects



Dr. Sudha Tumbe speaks on low vision at the Lotus Eye Hospital

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

- Child to Child Approach
- Community Based Rehabilitation (CBR)
- Teaching Aids and Puppet Making
- Creative Art and Painting
- Early Intervention and Portage
- Train the Trainer Programme
- Disaster Management
- Public Speaking
- Workshop on Inclusion Matters
- Yoga for children with Special Needs
- Speech and Swallowing
- Neuro Rehabilitation. This was an international workshop co - hosted by ADAPT and the Indian Federation of Neuro Rehabilitation



Classroom observation

Module on Disability

The lectures covered different types of disability and their manifestations, assessment and identification and interventions. The participants visited schools (special and mainstream) and vocational training centers providing services to children and adults with various disabilities. The centers visited included:

- National and Asian Resource Centre for Inclusion, Bandra
- National and Asian Resource Centre for Inclusion, Colaba

- Sultan Noorani Memorial, Karuna Sadan (Community Centre), ADAPT, Dharavi
- Skills Development Centre, ADAPT, Chembur
- Mithu Alur Foundation (MAF) at Pelhar to understand disability issues within the community
- National Association for the Blind
- Lotus Eye Hospital
- Centre for the Education of the Deaf
- Dilkush Special School



Visit to the National Association for the Blind (NAB)

Workshops

1) Neuro Development disorder

A workshop on rehabilitation in neuro-developmental disorders was co-hosted by ADAPT and Indian Federation of Neuro Rehabilitation (INFR) held at ADAPT on March 31, 2017. There were presentations by experts in childhood disorders who had worked extensively in the fields of pediatric neurology, psychiatry, special education and occupational therapy. Dr. Anaita Hegde, *Consultant Pediatric Neurologist*, Dr. Henal Shah, *Associate Professor, Learning Disability Clinic, Department of Psychiatry, B. Y. L. Nair Charitable Hospital, Mumbai*, Dr. Anjali Joshi, *Consultant Occupational Therapist, NGO Forum for Autism*, Dr. Smita Desai, *Founder-Director, Drishti, Honorary Secretary, Bombay Psychological Association (BPA), Mumbai, India* and the ADAPT team comprising of Mrs. Varsha Hooja, Dr. Shabnam Rangwala, Dr. Namita Nair, Dr. Ashutosh Sonawane and Mrs. Rekha Vijayakar were the experts on two panels.

The focus of this workshop was addressing the issues of children suffering from developmental disorders such as Autism, Attention Deficit Hyperactive Disorder, Cerebral Palsy and Learning Disabilities.

The resource persons at the workshop shared their expertise on:

- Disorders and their neurological basis
- The role of genetics
- Role of environment in the formative years of the child in terms of nutrition and maternal care
- Importance of an early diagnosis and interventions
- Sensation the school principals while spreading awareness among teachers and parents
- Role of sensory integration to improve cognition
- Issues of low self-esteem, low self-confidence and depression in children with disabilities and the interventions
- The need for a trans-disciplinary approach

2) Speech and Swallowing

The workshop on Speech and Swallowing at the IFNR Conference focused on Progressive Neurological disorders. The participants attended sessions on: Assessment and management of

speech and swallowing difficulties in progressive neurological disorders, Quality of life in progressive neurological conditions, Aquatic Therapy in Neurorehabilitation

3) *Yoga*

A workshop on yoga for children with disability and their parents was held by Ms. Jyoti Jo Manuel, Special Yoga Foundation, U.K. with the aim of inculcating the principles of yoga into daily lives.

The workshop focused on:

- Vital capacity and breathing patterns
- Improving postures
- Improving mobility of children and young adults with cerebral palsy
- Reduction in stress levels of the carers



Ms. Jyoti Jo Manuel demonstrates yoga for people with disabilities

The participants now hope to introduce yoga in their organization.

Module on Inclusive Education

The module on inclusive education began with the philosophy and ideology of inclusion and the Key Principles of Inclusion. Interactive Workshops were held to discuss the barriers to inclusion in their respective countries and solutions & strategies of inclusive education

were shared. The participants used the Key Principles and strategies to create solutions to case studies presented to them.



Participants present their group work

Teaching Strategies

Sessions on teaching strategies focused on classroom tips on teaching children with all disabilities within a mainstream class using the Resource Material “Culturally Appropriate Policy and Practice (CAPP)” developed by Dr. Mithu Alur and international partners based on research carried out by the National Resource Centre for Inclusion.

Classroom observation of teaching strategies being used by teachers at ADAPT supplemented this. A Case Study approach was adopted where participants were involved in developed Individual Educational Plans and brainstormed for strategies to enable them to address similar situations encountered in their respective countries.

Ms Julia Stolberg, *Consultant Physio Therapist, SAMA Nepal* demonstrated the Montessori teaching methods and emphasised the use of creative teaching methods to teach young children. Ms. Stolberg also shared the status of inclusion in Nepal, through videos and photographs.



Ms Julia Stolberg discussing Montessori teaching methods

The Child - to - Child Approach

Dr. Sonal Zaveri, *International Adviser, Child - to - Child Trust, U.K.* conducted a two day workshop on the Child to Child Programme. The principles of the Child - to - Child Approach: participation, child rights, child protection and active learning were shared through interactive games and exercises. Demonstration of active learning methods and mock sessions consolidated this learning. The six steps of the Child-to-Child programme were tested with the children at the Bandra Centre demonstrating that children can contribute to the planning of programmes. The participants were particularly impressed by this technique of teaching and many of them included this in their action plans.



Dr. Sonal Zaveri conducting a session

Services for adults with disabilities



CII participants experience disability

Children with disabilities grow up to be adults with disabilities; hence it is important to have this in mind while providing interventions and training to children with disabilities. Adulthood brings in additional issues that need to be addresses. To enable participants to empathize with disability, a session on experiencing disability has been included by Dr Alur on all our courses Dr. Alur had introduced this from the inception of the courses. Participants sat on wheelchairs and were pushed by their colleagues. They then share their experiences and feelings and said that this activity changed the way they looked at disability.

Sessions on counseling and psychological inputs included social issues faced by adults with disabilities and their families and brought up the need for the creation of Parents Support Groups.

This year the participants were exposed to the concept of Inclusive Employment and the challenges related to it. The model of selective placement and selective training introduced by Dr. Mithu Alur was shared. Dr. Alur emphasized the need and importance of creating Parent Support Groups and Disabled Peoples Organizations (DPOs) and Mrs. Hooja and Ms. Sujata Verma conducted sessions on formation of Disabled Peoples Organisation (DPOs).

Workshop on Inclusion Matters



With Malini Chib



Richard Rieser, Malini Chib, Varsha Hooja shares light moment



Working in groups

Ms. Malini Chib, *CEO, ADAPT, Chair, ADAPT Rights Group, Diversity Office, Tata Consultancy Services, London and author* and Mr. Richard Rieser, *Managing Director World of Inclusion Ltd. and Consultant Inclusive Education and Disability Equality, U.K.* conducted a two day workshop entitled “*Inclusion Matters*”. The main focus of the workshop was on the Rights Approach to inclusive education. Practical examples of inclusion across the world, the Social and Medical model and inclusive employment. Ms. Chib shared her own example and both participated in a group and with the participants

Module on Community

Workshop on Community Based Rehabilitation (CBR)

The module was conducted by Dr. Sonal Zaveri over six days. Planning and implementation of CBR was discussed focusing on stakeholder analysis, identifying the needs of children, organizing community groups, training families and the community to support the CBR model and advocating with the decision makers. The link of disability to poverty and vice versa helped students understand the vulnerability of people with disabilities and that solutions need to be holistic encompassing education, vocational training, livelihood, social capital building and empowerment. These concepts of CBR were presented through discussion, games and exercises.



The CBR module with Dr. Sonal Zaveri

Teaching Aids from waste



Making puppets with Katta Babu

Mr. Katta Babu from the Mobile Crèche conducted a two day workshop on making teaching aids that included puppets from waste material such as old socks, plastic bottles, match boxes, etc. helping to conserve resources and using waste, making them cost effective, essential while working at the community level. It was a session that the participants enjoyed as these skills would help them teach in a creative manner.

Community Involvement

Dr. Gauri Divan, *Director, Sangath, Goa* shared the services offered for people with disabilities and Senior Citizens in Goa, offered her support in these areas and asked the participants to contact her for help.



Dr. Gauri Divan shares her work

Train the Trainer Workshop

The Train the Trainer (TOT) workshop was conducted by Dr. Sharmila Donde, former Coordinator, CII. The TOT is an important component of the course. The participants return to their countries as Master Trainers and need to develop and deliver training for others to spread inclusion and the focus is on interactive communication and presentation skills.

The areas covered were adult learning, learning styles, teaching learning methods and how these can be used to transfer knowledge, skills and attitude. Participants were then taken through the process of setting BIG (Broad, Inclusive, General) aims and SMART (Specific, Measureable, Achievable, Relevant, Time bound) objectives. The group worked on the strategies and activities to achieve their objectives and presented one of the activities.

Communication

Mr. Rieser conducted a session on the Role of Media in spreading awareness about disability and inclusion and discussed the situation in the countries represented on the course.

Indian and International films on disabilities were screened for the participants. A special screening of the award winning film 'Margarita with a Straw' that was co-produced by ADAPT was organized with the Director of the film Ms. Shonali Bose, giving the participants an opportunity to interact with the Director, promoting a better understanding of the films and the issues it has raised.



Screening of 'Margarita with a Straw'

Corporate Social Responsibility

Generating revenue is a critical component of developmental work and the participants will need to approach corporates for funding on their return. This year, we introduced a session on Corporate Social Responsibility (CSR). Senior staff members of Citi NY, who have supported three projects at ADAPT, spoke to the participants about CSR and gave suggestions on creating project proposals, highlighting the corporate point of view and expectations.



The Citi team sharing their perspective of CSR

Module on Policy

This module is conducted by Dr. Alur. This year she deputed Mrs. Varsha Hooja to conduct her initial lectures focused on the importance of policy formulation and policy implementation. Mrs. Hooja shared Dr. Alur's presentations and her doctoral research on Policy for the disabled in India.



Dr. Mithu Alur on Policy

Dr. Alur then addressed the systemic policy failure in the country and the gaps in the implementation of policy. She encouraged the participants to identify the problem, analyze the barriers and have strong advocacy groups to help bring about change. Dr. Alur shared her personal experiences of her struggle with Government bureaucrats to bring about policy change.

Mr. Kamal Bakshi, Vice Chairperson, ADAPT and former Indian Ambassador to Austria, Iraq, Sweden and other countries shared his experience on working within the government. He listed the Six P's that were critical: Preparation, Presentation, Patience, Perseverance, Pressure and Public Opinion and asked the participants to continue their efforts as change took time.



Mr. Kamal Bakshi speaks on liaising with governments

Culture and Context Specific Projects

The course does not have a formal evaluation process however it does require that the participants develop a '***Context and Culture Specific Model for Inclusion***' Project under the guidance of Dr Alur. This is an action plan for spreading inclusion in their respective countries.

The process began with exposing the participants to Dr. Alur's module on Policy and Tools of Change. The participants were divided into groups and asked to identify their objectives and the methodology of addressing these. After a series of brain storming sessions they presented their plans to Dr. Alur who reviewed the objectives of each of the participants at the Individual, Community and Systems levels. Once the objectives were finalised the students worked with the project guides Mrs. Varsha Hooja and Mrs. Sangeeta Jagtiani Vaswani to complete the plans. Mrs. Deepshikha Mathur guided the participants in designing their Pre and Post questionnaires,



Mrs. Hooja conducting a session of Inclusion

while Mrs. Arundhati Bose Verma, Mrs. Debi Sen Gupta and Dr. Maneeta Sawhney reviewed the language.

Dr. Alur introduced a new dimension to the projects this year. She suggested that video clips of the activities carried out by the participants and the responses of the beneficiaries be incorporated in the sources of evaluation. She also asked the participants to develop action plans with their target groups to ensure that the training that they impart is result oriented.

Presentation of Action Plans

As in the previous years, Swami Mounananda, *Project Advisor to the course & Advisor, Skills Development Centre*, and a veteran theatre personality worked with each participant on their English language and presentation skills, with special emphasis on spoken language skills, voice modulation, and body language. This year Babaji as he is called, began his sessions from the month of January. The first two months were focused on language skills and the entire month of March was devoted to polishing presentations skills. He spent hours sharing his experiences, encouraging and motivating the participants before their final presentations.



Working on presentation with Swami Mounananda



Participants review their Project presentation before presenting

The participants presented their Action Plans to a panel of esteemed judges on the 12th of April. The judges this year were:

- Dr. Frances Moore, *Honorary Technical Advisor, The Women's Council, U.K.*
- Mrs. Rekha Vijayakar, *Senior Director, School Operations, Training and Pedagogy, ADAPT*
- Dr. Smita Desai, *Founder - Director, Drishti, Honorary Secretary, Bombay Psychological Association (BPA), Mumbai, India*
- Mrs. Geeta Chandrasekharan, *Corporate Trainer & Faculty, Nrityanjali*



Our panel of Judges



Presentation of Action Plans

Valedictory Function

Dr. Smita Desai was the Chief Guest at the valedictory programme on the 12th of April where three of the action plans were presented: Bangladesh, The Government of Tibet in Exile, Tajikistan and India.

Dr. Moore and Dr. Alur awarded the participants their certificates of attendance for the first phase of the CII course and their membership to the National and Asian Alliance for Inclusion. The Alliance has been set up by Dr. Alur to promote inclusion in the Asia Pacific countries.

The judges were very impressed by the confident presentations of the action plans and their comments are attached as Annexure 2. The programme ended with a multicultural programme by the participants compered by Ameno Catherine Rolnu from Nagaland. This comprised of local dances from Nepal, Tajikistan and India and by a Fashion Show by all the participants. Pooja Chaudhary from Nepal recited a poem written by her in honour of Dr. Alur and Ashita Sultan Chaudhary from Bangladesh regaled audience with her singing.



Lighting of the Lamp at the Valedictory Function



Cultural programme

Reporting

The reporting format created the previous year was edited based on the reports received from the previous participants. Dr. Alur has added feedback from the Heads of the participants organisations in the format. This is now mandatory for the issuing of the completion certificates and ensures that the organizations take the responsibility for supporting inclusion.

Course Evaluation



Dr. Moore with the participants

An evaluation was conducted by Dr. Frances Moore who reported that all participants felt that the course had met their expectations and the objectives outlined. Some suggestions were that the course should include more information on adults with disability. None of the participants felt that the duration was too long and appreciated that they had enough time to review their action plans before finalizing them.

This year participants of CII 2016 were invited to share their experiences of their implementation of their projects with the participants. This helped the participants to clarify their doubts and apprehensions.



Participants of the 2016 batch share their experience

Leisure activities

Amidst their busy schedules of lectures, workshops, visits, films the participants also experienced the vibrant city of Mumbai and its diversity. The group visited places of interest like the Elephanta Caves, Juhu Beach, the Bandstand, Carter Road, etc. ADAPT organized a city tour for them on our Republic Day, for them to see the tri colour illuminations in the city. Six of the participants from Bangladesh, Nepal and India went on a short trip to Goa over a long weekend. Shopping was a much preferred activity, resulting in overweight luggage. Ms. Leena Gomes, *Hostel Warden* and her family along with Mr. Bijoy Thapa, *Senior Housekeeper* and his wife became their surrogate family and ensured that their stay was comfortable.



At Chowpatty Beach



At an illuminated CST (earlier called Victoria Terminus) railway station on Republic Day

Implementation of 3 month action plan -

Some of the participants have begun implementing their action plans. Farzana from Bangladesh and Anora from Tajikistan have sent the pictures of the awareness programmes being carried out by them in their countries. Many of the participants will commence their implementation in June and we await their reports



Farzana from Bangladesh and Anora from Tajikistan executing their first action plan

Conclusion

Tremendous shifts in self-confidence were observed in the participants between the inauguration and valedictory functions. The additional two weeks of the course were extremely useful as this enabled us to include additional sessions on Corporate Social Responsibility, Micro Financing for the under privileged and also additional workshops. Project preparation began earlier and reduced the pressure on the participants. This year the new FRRO formalities also required a couple of days and this could easily be fitted in the additional two weeks.

The participants of CII 2017 were from varied fields who became a family. They supported one another, recording presentations for others to practice, cooks the traditional food of their countries. They have been articulate, not afraid to question with clear knowledge about the status of disability and inclusion in their respective countries. At the end of the three months they emerged as an empowered group raring to go into the field to make a difference to society.

We expect to receive all the action plan reports by September 2017. These will be shared with Dr. Alur and Dr. Moore for their comments and inputs. Post their feedback the course completion certificates will be sent to all the participants.

At the administrative meeting with Dr. Alur and Dr. Moore, the possibility of setting up Hubs in four countries Nepal, Tajikistan, Sri Lanka, Mongolia and Bangladesh was discussed. The Hubs will facilitate the selection of participants and promote short term training programmes in these countries. We will now begin liaising with our partner organizations in these countries to initiate this process.

It has been a tremendous, exciting and rewarding partnership with The Women's Council, U.K. one that has seen three hundred and fifty three participants from nineteen countries being trained so far.

We thank The Women's Council, U.K. for being co - travelers on this journey of inclusion and look forward to many years of collaboration.

Annexure 1

External Faculty

1. Dr. Frances Moore, *Honorary Technical Advisor, The Women's Council, U.K.*
2. Dr. Smita Desai, *Founder - Director, Drishti, Honorary Secretary, Bombay Psychological Association (BPA)*
3. Dr. Sonal Zaveri, *Independent Evaluation Consultant and Gender Specialist, International Adviser, Child - to - Child Trust, U.K.*
4. Dr. Sunita Shanbhag, *Professor, Department of Community Medicine, Seth G. S. Medical College and KEM Hospital.*
5. Mrs. Kamini Lakhani, *Founder, SAI Connections, Autism Specialist, Director, RDI Professional Training Center, India*
6. Mrs. Amita Burde, *Vice President, National Convention of Educators of the Deaf, India*
7. Dr. Sudha Tumbe, *Low Vision Rehab Specialist, Lotus Eye Hospital And College of Optometry*
8. Mrs. Rachna Mishra, *Special Education Training Consultant, Free Lancer, National Association for the Blind, India*
9. Mrs. Archana Joshi, *Assistant Director, Department of Education, National Association for the Blind, India*
10. Mrs. Rita Vora, *Consultant Psychologist*
11. Dr. Gauri Divan, *Director, Sangath, Goa*
12. Mr. Katta Babu, *Expert Puppeteer, Mobile Crèche*
13. Ms Julia Stolberg, *Country Representative, Fondation Audrey Jacobs, Nepal*
14. Mr. Richard Rieser, *Managing Director of World of Inclusion Ltd. & Consultant Inclusive Education and Disability Equality, U.K.*
15. Ms. Jyoti Jo Manuel, *Founder and Senior Trainer, Special Yoga Foundation CIO, U.K.*
16. Mr. Sudeep Pagedar, *Advisor, Philanthropy, Anandrathi, former Research and Documentation Officer & Coordinator, ADAPT Rights Group (ARG), ADAPT*

Internal Faculty

1. Dr. Mithu Alur, *Founder Chairperson, ADAPT & Course Director, CII*
2. Swami Mounananda, *Project Advisor, CII & Advisor, Skills Development Centre, ADAPT*
3. Ms. Malini Chib, *CEO, ADAPT and Chairperson, ADAPT Rights Group (ARG)*
4. Mrs. Varsha Hooja, *CEO, ADAPT & Course Tutor, CII*
5. Mrs. Rekha Vijayakar, *Senior Director, School Operations, Training and Pedagogy, ADAPT*
6. Mrs. Ami Gumashta, *Honorary Director Finance, ADAPT*
7. Mrs. Sangeeta Jagtiani Vaswani, *Course Coordinator, CII*
8. Dr. Shabnam Rangwala, *Director, Community Services and Head, Therapy, ADAPT*
9. Dr. Ashutosh Sonawane, *Head of Adult Rehab Unit, ADAPT*
10. Dr. Namita Nair, *Head of Therapy, Skills Development Centre, ADAPT*
11. Mrs. Manju Chatterji, *Director, Colaba Centre, ADAPT*
12. Mrs. Shobha Sachdev, *Deputy Director Marketing, ADAPT*
13. Dr. Maneeta Sawney, *Research Consultant, ADAPT*
14. Mrs. Malka Tandon, *Deputy Director, Technical, Skills Development Centre, ADAPT*
15. Mrs. Gulabjan Sayyed, *Deputy Director, Community Services, ADAPT*
16. Ms. Sujata Verma, *Deputy Head, Resource Centre for Inclusion, ADAPT and Project Head Mita Nundy Community Centre*
17. Mrs. Pradnya Patil, *Head, Speech & Communication, ADAPT*
18. Dr. Amina Markar, *Occupational Therapist, ADAPT*
19. Mr. Digamber Acharya, *Social Worker, ADAPT*

Annexure 2

Comments

Dr. Frances Moore, Honorary Technical Advisor, The Women's Council, U.K., Faculty and Assessor, Project Presentation CII

It has been a great privilege for me after I retired from Save the Children to be invited by The Women's Council. I have been visiting ADAPT for the past eleven years, and have been for evaluation visits I would like to tell you all that you have joined a journey with this group of people, you have proved that you are up to taking this challenge and carrying forward the journey of inclusion in your country.



Translate all the materials and use them, don't be let down if you face rejection. The presentations that I heard today and yesterday, if they materialize then this world will be a better place.

Dr. Smita Desai, Consultant Educational Psychologist, Founder - Director, Drishti, Honorary Secretary, Bombay Psychological Association (BPA), External Faculty



It been over ten years of association with ADAPT and I have seen many participants from different countries over the years. Yesterday's presentation was very good and the quality of the reports was excellent and very impressive. From content to the verbal presentation, a fantastic job done, kudos to you and your faculty who have supported you through the journey. Going forward I must say that the journey of inclusion is a tough one but very rewarding. Personally I would like to offer you our services.

We at Drishti, can support you through our online training programs and will also help you design IEP's & Behavior Interventions Plans. We are happy for you to translate and use them in your countries.

Mrs. Rekha Vijayakar, Senior Director, School Operations, Training and Pedagogy, ADAPT, Internal Faculty



We all have some kind of a limitation, we are not perfect. When we talk about inclusion, we are all at par. A mild difference in the way we walk or talk or do things doesn't mean we are disabled. It is a mindset. The attitude needs a change.

My message to all CII participants is that you all carry this message that there is nothing called disability. You have now known about inclusion at all levels; now it depends on how you are going to spread this message in society. Always remember that we are exclusively inclusive.

Mrs. Geeta Chandrasekharan, Corporate Trainer & Faculty, Nrityanjali



I would like to sum up by saying that as an audience I felt your presentations were brilliant and excellent. I can see that a lot of hard work has gone in your research. I can see the commitment and the passion within you all. The three years action plans were commendable. There are going to be challenges that you are going to face but I can see the will power and the self confidence in you which is commendable. I wish you all the best for all your future endeavours but at the same time I would like to speak about my take away today as a corporate trainer. My take away from the presentations is “See the person and not the disability”. Once again wish you all the best and I thank Dr. Alur and Mrs. Rekha Vijayakar. I feel privileged to get such an opportunity and great exposure. From now, I am inclusive.

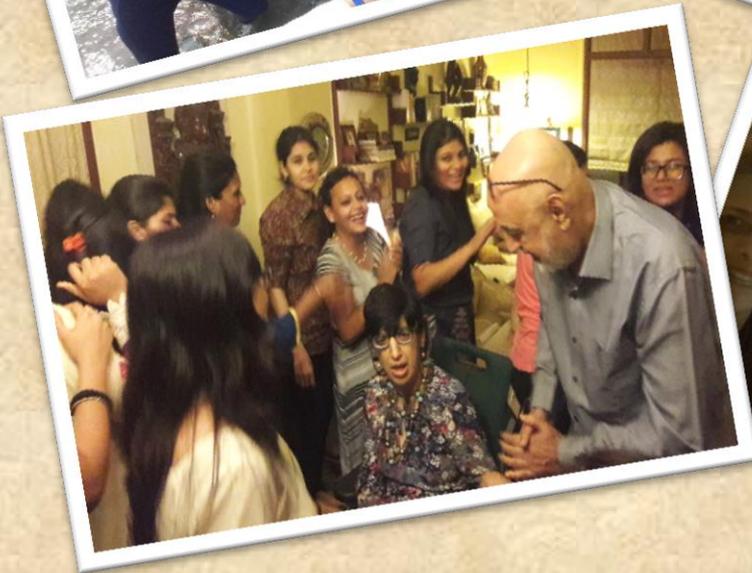
Dr. Mithu Alur, Founder Chairperson, ADAPT & Course Director, CII

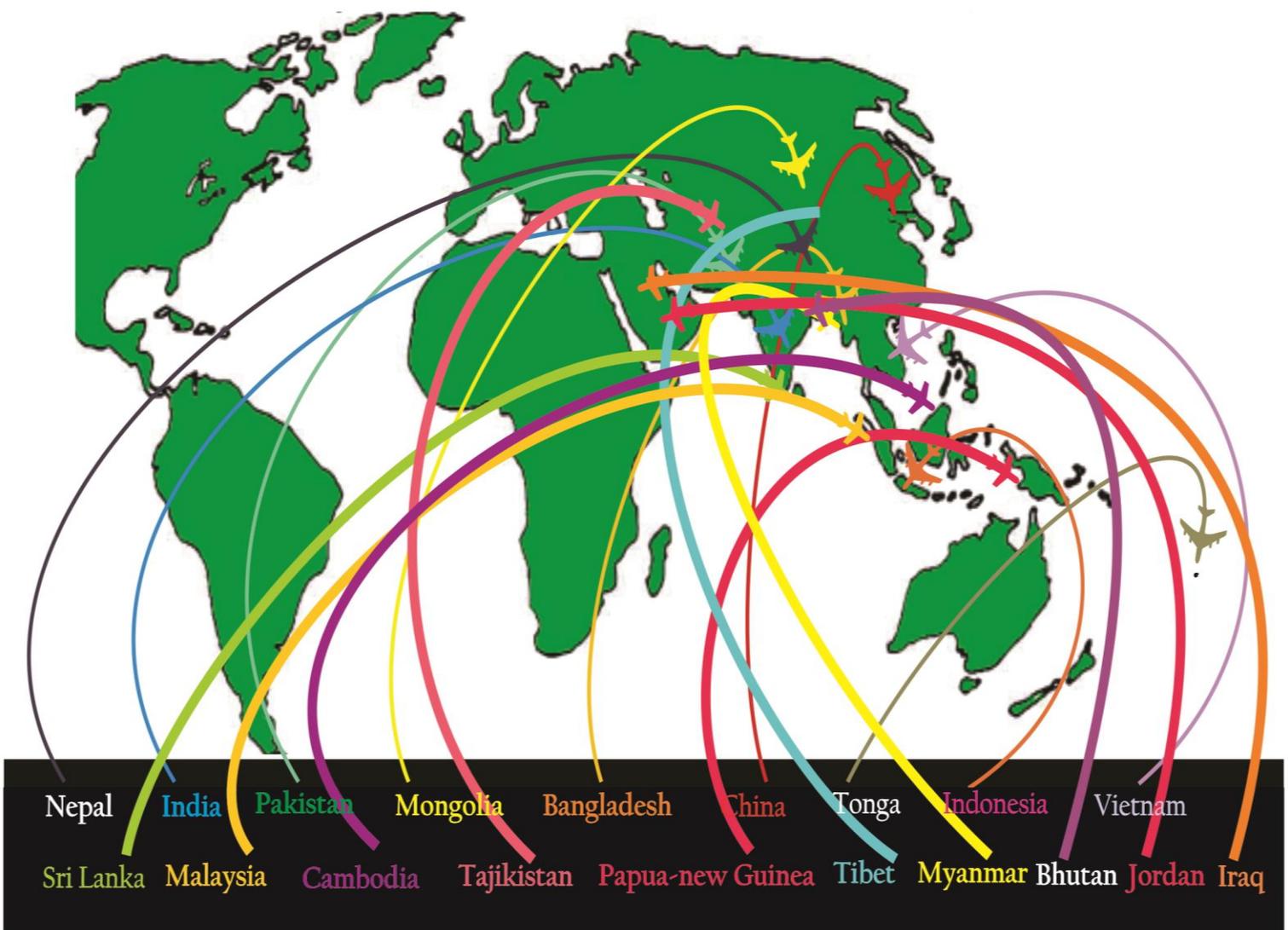


The course promotes the social model and changes attitudes. We in Asia, in India have a very long way to go. This work that you have taken on is going to be a labor of love and needs values like compassion. These are things that you will not find in text books. You are extending yourself and going beyond yourself, your inner dreams are focused on other people. You all need a lot of passion, tolerance, coverage, dedication & commitment, with that you are definitely going to succeed.

I wish you all the best. You are going to need a lot of courage, but don't be disheartened. We are here; we welcome you on this journey with us to work for the most neglected part of the world: the disabled. So I won't say goodbye, but welcome. Welcome to the journey with us.

Behind the Scenes





ADAPT

(formerly The Spastics Society of India)

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