

COMMUNITY INITIATIVES IN INCLUSION



ORGANIZED BY

ADAPT

(FORMERLY THE SPASTICS SOCIETY OF INDIA)

SPONSORED BY

THE WOMEN'S COUNCIL, U.K. & ADAPT

Developed in 2001 with

CENTRE FOR INTERNATIONAL HEALTH & DEVELOPMENT, UK

FINAL REPORT 2025



Standing from left to right:

H.N.P.K. Hettiarachchi, Anita Gupta, Sanu Chaudhary, Kanta Aziz, Faith Muthoni Macharia, Davlatbakht Asmatova, Oyun-Erdene Tsedendorj, Nimilka Puppala, Oyun-Erdene Tsedendorj, Otgondulam Vasili, K.D.N. Amarapala, Shanti Rumana

Sitting from left to right:

Sangeeta Das, Philomena Anthony, Phuntsok Lama, Kaushila Chaudhary, Shivangi Hamal, Ashwini Bhagat, Inakali Achumi, Tharpa Dema

Background:

The *Community Initiatives in Inclusion (CII)* course is a six-month training programme, conceptualised by Dr. Mithu Alur, Founder President and Chairperson, ADAPT, formerly known as The Spastics Society of India. The course curriculum was developed in collaboration with Dr. Sheila Wirz and Mrs. Prue Chalker from the Centre for International Health and Development, U.K. It was designed to Master Trainers across the Asia Pacific Region in collaboration with The Women's Council, U.K. It is organized by the Mithu Alur Centre for Inclusive Studies (MACIS) under the aegis of ADAPT, with the primary aim of equipping participants with the skills to design, implement, and train others to deliver inclusive community services.

To date, nearly 400 professionals from 22 countries have completed the course, returning home to promote inclusive practices. The curriculum covers key areas such as Disability, Inclusion, Policy, and Community. The syllabus is regularly reviewed and updated through consultations between ADAPT and The Women's Council, U.K, to ensure its continued relevance.

The course is delivered in two phases. The first 14 weeks take place in Mumbai, where participants engage in instructional sessions, practical activities, and fieldwork. During this phase, Dr. Alur guides participants in crafting culturally appropriate strategies and action plans tailored to their own communities. These plans are presented at the end of Phase One. The final three months comprise Phase Two, during which participants return to their countries to implement their action plans in real-world settings.

The course is taught by Dr. Alur, her team at ADAPT, and a group of interdisciplinary experts (listed in Annexure I).

This report records the preparation carried out for the course as well as a narration on this year's course.

July 2024 to January 2025

Marketing, Admissions and other formalities:

Under the leadership of Dr. Mithu Alur, a comprehensive outreach initiative was undertaken to publicize the CII course to a diverse group of stakeholders, including alumni, partner organizations, NGOs, educational institutions, and the wider community through various social media platforms, extending the reach to friends and families as well.

- To broaden the scope of outreach, an extensive online search was conducted to identify relevant non-governmental organizations and community groups across the Asia Pacific region.
- Promotional materials, including the announcement letter, brochure, poster, course curriculum, pamphlets, and application forms, were distributed.
- Each inquiry received a personalized response from the ADAPT team, ensuring clear communication and engagement. The ADAPT team reviewed applications and conducted interviews. Successful candidates were notified via formal selection letters, along with detailed payment instructions.

- Travel arrangements were made once visa formalities were through, with airline tickets booked post-payment to ensure a smooth travel process.
- The ADAPT team liaised with participants and their institutional Heads to facilitate ticket bookings. Special assistance requests, including wheelchair accommodations, were communicated to the airlines on behalf of two participants.
- Financial challenges, particularly with international fund transfers, required close coordination with banks in various countries.
- Flight rescheduling was managed as needed, to accommodate participants' changing travel situations, ensuring minimal disruption.
- Upon arrival, participants were received at the airport by ADAPT team members and escorted to the Bandra centre, where they were introduced to fellow participants, staff, and the facilities.
- A critical part of the on-boarding process involved registration with the Foreigner Regional Registration Office (FRRO), which included document collection and completion of online procedures. For participants requiring visa extensions and further follow-ups, the team provided this thorough and timely support to maintain compliance. This also required frequent visits to the FRRO Office by the Course Coordinator. Mrs. Sujata Verma.
- Participants from Mongolia arrived late due to visa delays, which required persistent follow-ups with the embassies in both Mongolia and India. Ta, Chairman, The Women's Council, intervened with the Mongolian representative in London and facilitated the granting of the visa.
- Throughout the program, participants were given emotional and practical support, especially during times of illness or homesickness. Special dietary accommodations were also arranged for one participant as per her medical requirements.

This year, the course began on the 13th of January. Participants arrived at ADAPT from the second week of January and were received at the airport by members of the team. The participants from Mongolia joined the course in the last week of January due to visa issues.

Orientation: 3th Jan to 26th Jan, 2025

This year there were twenty participants from nine countries, (Bangladesh, Bhutan, India, Kenya, Malaysia, Mongolia, Nepal, Sri Lanka and Tajikistan). The initial two weeks were an orientation. The participants interacted with each other and with the members of the faculty, including the administration and finance departments, teachers, therapists, librarians, and support staff members including the cleaners and cooks. A session on the Medical and Health clearance form was held before they signed and submitted these. In addition to this, health insurance's importance and necessity in emergencies was discussed by Dr. Rangwala.

All the participants filled the pre questionnaire, which is a part of the course evaluation.

The hostel rules and regulations, procedures and compliances followed at ADAPT, were explained. The participants received their identity cards. The CII Kit, which included reading material, fact sheets, ADAPT's brochures, and papers by Dr. Alur and Ms. Chib was handed over.

Mrs. Archana Kolambkar, senior librarian, gave them an overview of the Library and Media Resource Center as well and the guidelines that needed to be adhered to within the library. A Whatsapp group was created to share resource material, resources and information.

Foreign Regional Registration Offices Registration (FRRO)

Registration at the FRRO a requirement for all foreign nationals in India. All the official and online and offline submissions for FRRO registrations were completed for the participants of Mongolia, Malaysia, Sri Lanka, Tajikistan, and Kenya, and required multiple visits to the office.

Archives and Resources: The Knowledge Management Centre

Mrs. Archana Kolambkar, Senior Librarian, exposed the participants to the Knowledge Management Center that Dr. Alur has developed to expand knowledge through the rapid distribution of digital material. Participants visited Colaba Center and accessed resources stored in the archival hubs. She shared that the services of the Library and Media Resource Centre (LMRC) are available at all locations. The databases contain documented knowledge at three levels: macro, mezzo, and micro. Dr. Alur and her team's publications including books, journals, newsletters, flipcharts, reports, brochures, and papers were described along with their relevance to the course. The literary treasures of ADAPT, both past and current, were shared. The reference list for reading was also shared with the participants.

Films:

Some of the films of ADAPT were projected to give the participants an idea of the breadth of the work. These included:

Molly (1984), a film produced by Larsen & Toubro Limited (L&T) and directed by Shukla Das. It depicts the early life of Dr. Mithu Alur and her daughter Malini Chib and Dr. Alur's journey from despair to hope to conviction that her daughter will lead a fulfilling life. The film attempts to clear some myths about cerebral palsy. It intends to inform mothers that they have choices regarding children with disabilities.

Love We Give For Nothing:

Directed by eminent filmmaker and former Member of Parliament and former Member of ADAPT's Board of Advisors, the late Mr. Shyam Benegal, the film raises awareness about disability issues and the services provided by The Spastics Society of India. The film remains relevant as people with disabilities in India continue to face marginalization.

Education for all: The film 'Education for All' features a montage of shots set to music by Priya Dutt Roncon, Trustee ADAPT and Owen Roncon, exploring the theme of inclusivity and emphasizing that education is for all children.

Towards Independence: Towards Independence is a film about vocational rehabilitation and ADAPT's National Job Development Centre, now called the Skills Development Centre. It highlights employment for persons with disabilities in rural and urban areas. It was directed by Radhika and Prannoy Roy.

Mi Jul Ke: A docudrama on the ADAPT UNICEF action research project, *Developing Inclusive Education Practice in Early Childhood in Mumbai*, the film depicted The Whole Community Approach to inclusive education.

External films on disability, such as "My Left Foot", "Annie's Coming Out", and "Wings of desire", 'Big World' 'Colors of Paradise' were shown and discussed.

English Language and Presentation Skills Sessions

Swami Mounananda, *Advisor, Skills Development Centre and Faculty CII*, initiated the English Language and Presentation Skills sessions from the first week of the course. He also guided the preparation of the participants for their self-introduction in the inaugural programme.



Swami Mounananda conducting an English language session with the participants.

Visits to other Centres

The participants visited ADAPT's Skill Development Centre, Chembur and Bandra Education Centres and observed the transdisciplinary approach. The participants explored the different departments of Skills Development Centre, they interacted with the trainees and faculty members. The team organized interactive sessions and discussion along with the observation and reflection on the services provided by ADAPT. They visited the classes and the therapy sessions of Bandra Centre and saw the different strategies and skills used by the therapists and teachers.

The Inaugural Programme

The CII course, 2025 was formally inaugurated on Tuesday, 21st January 2025, at 3:30 p.m. IST at the Bandra Centre's auditorium by Dr. Mithu Alur, Founder President, ADAPT and Course Director.

The function began with the lighting of the lamp by Dr. Mithu Alur, *Founder-President of ADAPT and Course Director of CII*; Professor Sitanshu Mehta, *Trustee, ADAPT*; Swami Mounananda, *Advisor, Skills Development Centre and Faculty, CII*; Ms. Malini Chib, *Trustee, Chair, Little Finger, and member, Diversity and Inclusion team, Tata Sons and Faculty CII*; Swami Mounananda, *Advisor, Skills Development Centre and Faculty, CII*; and Ms. Catherine Ameno Rolnu, *Assistant, One Little Finger & Pedagogy Department*.

The inaugural function was organized in a hybrid mode, with partners The Women's Council, U.K., friends, and well-wishers joining from across India and abroad.

Keynote Address by Dr. Mithu Alur: Dr. Mithu Alur warmly welcomed members of The Women's Council, U.K., acknowledging Dr. Rajni Rijal, Mrs. Caroline Muir, Dr. Frances Moore, and others for their longstanding support in expanding the CII course across the Asia-Pacific region.



Dr. Alur addressing the audience.

She also extended a special welcome to Guest of Honour, Dr. Suresh Advani and several esteemed advisors, Trustees, and collaborators.

Dr. Alur emphasized that the CII course is a Master Trainer program designed not just for teachers or therapists, but for individuals committed to driving inclusive change at the grassroots. Participants are trained in community engagement, needs assessments, policy understanding, and reform strategies.

Sharing her personal journey and that of her daughter, Ms. Malini Chib, Dr. Alur highlighted the ongoing challenges faced by people with disabilities, reinforcing the importance of empathy, collaboration, and transdisciplinary approaches. She stressed ADAPT's commitment to pairing professionalism with compassion in its work with marginalized communities and legislative reform.

Concluding her address, she welcomed the new participants as partners in the mission of inclusion.

Professor Sitanshu Mehta, Trustee, ADAPT, shared his personal experience, recounting that when their daughter was born in the USA, they were unaware of the term cerebral palsy. They then came to ADAPT and met Dr. Alur, who had experienced the same pain and challenges. He praised Dr. Alur as a great visionary and communicator, and encouraged participants to learn from her how to communicate with the government and use love and compassion to work with disabled people and their families.

Ms. Catherine Ameno Rolnu, Assistant, One Little Finger & Pedagogy Department shared her personal journey as a person with disability. She spoke about how she was ashamed of her disability during childhood, as she was unable to walk and needed help with the basic activities of living. She recounted her experiences with the CII course and thanked The Women's Council, ADAPT, and Dr. Alur for offering her a place on the team. She mentioned that the course was an enabling and empowering experience in her life.

Mrs. Varsha Hooja, Trustee and Senior Director, Inclusive Education, presented an audio-visual on Dr. Alur's Journey of Inclusion, narrated by eminent film director and Member Board of Advisors, ADAPT, the late Mr. Shyam Benegal, directed by Mr. Aseem Sinha.

Mrs. Sujata Verma, Director, Training & Course Coordinator, CII, briefly spoke on the participants and shared that ADAPT has a rich collection of resources and an open-access system in the library, which participants can explore during the course.

The participants, dressed in their national/traditional costumes, introduced themselves and spoke about their organizations, experiences, and expectations from the course.



Participants introducing themselves.

Dr. Rajni Rijal, Chairperson, The Women's Council, U.K., joined via Zoom and welcomed all the participants. She conveyed the delight of the Patrons, Trustees, Executive Committee members,

and supporters of The Women's Council in being part of the programme. She encouraged participants to bring different perspectives and personal experiences to the course, emphasizing that inclusion requires sustained effort, empathy, and innovation.

Mrs. Rachel Tainsh, Honorary Training Advisor, was unable to attend but sent a video message expressing her eagerness to meet the participants in February during her visit to India. She wished them success in the course.

Mrs. Astrid Jacob, Founder & President, Audrey Jacobs Fondation, Switzerland and Satellite Hub partner, sent a message. She greeted Dr. Alur, Dr. Rijal, Ms. Chib, members of The Women's Council, the ADAPT team, and all CII participants. She emphasized that January marks the beginning of this wonderful course each year and reassured participants that they were embarking on an eye-opening journey about inclusion.



Guest of Honour Dr. Suresh Advani, Chief Medical and Paediatric Oncologist, Jaslok Hospital admired ADAPT's work and the dedication of Dr. Alur and her team. He shared his own experiences as a disabled individual, recounting the challenges he faced when wheelchairs were not available and he had to be home-schooled. He emphasized resilience, urging participants to focus on abilities rather than disabilities.

Dr. Advani addressing the audience.

Dr. Ketna Mehta, Founder, Nina Foundation, External Faculty, CII, spoke about universal design and its necessity, highlighting the interconnectedness of human rights, inclusion, and design.

Mrs. Usha Ramakrishnan, Trustee, Consultant, Emotional Intelligence, External Faculty, CII spoke about multiple intelligences, emphasizing that everyone is unique. She noted that it's not about 'how smart' one is, but that 'everyone is smart'. Instead of focusing on disabilities, she urged the participants to recognize abilities and use multiple intelligences to support people with disabilities and their families.

Ms. Malini Chib, Trustee, Writer, Author, Trustee, ADAPT, Diversity Officer, Tata Sons, welcomed all participants and emphasized that the course is an intensive three-month program that will help them discover ways to include disabled adults in society. She highlighted the importance of focusing on disabled people's rights and equal opportunities.



Ms. Malini Chib and Mrs. Akshada Diwanji welcoming the participants

The programme concluded with a Vote of Thanks by **Mrs. Prabha Hari and Ms. Catherine Ameno**.

The link for the Inaugural Programme is given below:

<https://youtu.be/F1dk35CGuqw>

Tata Mumbai Marathon, 2025

The participants participated in The Tata Mumbai Marathon 2025 held on Sunday, 19th January, where they assisted ADAPT's beneficiaries in the Champions with Disability Race. They shared that this was an unforgettable, enjoyable and enriching experience.

Indian Republic Day celebration

The participants joined the 76th Indian Republic Day celebration on 26th January at the Bandra Centre where they performed a dance on Indian Patriotic songs. In the evening, they toured the city that was lit up for the Republic Day celebrations.

Felicitation of the Minister of Information Technology & Cultural Affairs,

A vibrant celebration at ADAPT as Shri Ashish Shelar, Cabinet Minister of IT and Cultural Affairs, Guardian Minister of the Mumbai Suburban district and a well-wisher of ADAPT was felicitated by Dr. Mithu Alur. Amidst various performances by ADAPT beneficiaries, the CII participants. Performed the traditional dance of Maharashtra, the Lezhim.



Participants performing a Maharashtrian dance.

Welcome Party



The participants were welcomed officially by ADAPT staff and a welcome party was organized for them.

The participants were helped to obtain Indian sim cards for their cell phones, exchange currency, visit the nearby tourist spots and explore the nearby markets.

Introduction of The Women's Council UK, by Dr. Mithu

Alur: Dr. Mithu Alur warmly welcomed & introduced *The Women's Council UK* to the participants, highlighting its mission to empower women through advocacy, education, and community engagement. She emphasized the Council's commitment to supporting women leaders, promoting policy change, and creating platforms for dialogue and collaboration. Her inspiring words set the tone for meaningful discussions and encouraged participants to actively engage with the Council's work in building a more equitable and inclusive world.



Participants with Dr. Rjial and Mrs. Tainsh.

Dr. Rajni Rijal and Mrs. Rachel Tainsh Visit ADAPT

On 1st March 2025, Dr. Rajni Rijal, *Chairperson of the Women's Council, U.K.* arrived in India accompanied by Mrs. Rachel Tainsh, *Honorary Adviser to the Training Programme, The Women's Council, U.K.* This was Dr. Rijal's first visit to ADAPT.

Their itinerary included all four ADAPT Centres: The National and Asian Resource centre for Inclusion at Bandra and Colaba, the Community Outreach Centre, Karuna Sadan at Dharavi and the Skills Development Centre at Chembur where they were introduced to the operational structures and the application of the transdisciplinary approach, introduced by Dr. Mithu Alur, that defines ADAPT's model. The visit provided them with a comprehensive overview of the inclusive and holistic services provided at each Centre. A highlight of the visit was a creative project in which participants crafted the TWC / ADAPT logo in clay, symbolizing the spirit of empowerment and hands - on learning that the centre fosters.

Their visit offered our CII participants the opportunity to interact with Dr. Rijal and Mrs. Tainsh in a reflective session. This gathering became a powerful space for meaningful dialogue, where participants shared their experiences, challenges, and successes from the course. Through one - on - one conversations, they explored personal growth, exchanged insights, and discussed plans for future implementation of inclusive practices in their home countries. The session also encouraged collaboration and the exchange of ideas, helping participants think critically about how they could enhance the impact of their work in sustainable and transformative ways.

Dr. Rijal conducted dental health camps across 3 Centres (the beneficiaries at Dharavi Centre were too young) for the children and young adults, focusing on dental hygiene awareness, featuring interactive lessons on healthy vs. unhealthy foods and hands - on brushing demonstrations using a dental model. She also conducted dental check - ups for all beneficiaries at the respective centres, along with educating the parents about the need for and importance of healthy dental routines. She held an interactive workshop with all staff & participants on oral hygiene awareness, especially tailored for individuals with learning



At the airport



Visiting the Centres



Mrs. Tainsh interacting with the participants



Dr. Rijal, assisted by the therapists, conducting a camp on oral health and hygiene

disabilities, reinforcing the importance of preventive healthcare and personal wellness.

The visit concluded with a meeting with Dr. Alur and the team on financial and administrative matters.

To commemorate the visit and bid farewell, Dr. Alur hosted a warm and joyful celebration. CII participants showcased performances that reflected the cultural diversity of the group. Dr. Rijal surprised everyone by displaying her musical talent on the bongos and singing along, bringing laughter and delight. Mrs. Tainsh added to the festivities by teaching the group a lively Scottish Dance, turning the farewell into a fun and unforgettable moment of unity, joy and cross - cultural connection.



Their visit not only left a lasting impression on the ADAPT team and CII participants, but also deepened the spirit of global partnership in advancing inclusive education and disability rights.

Their inputs are also outlined in other sections of this report.

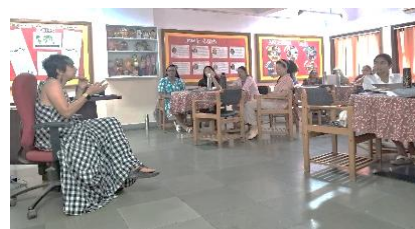
The report below shares the highlights of the Course.

Disability Module:

Types of Disabilities:

The participants learned a comprehensive understanding of various types' disabilities. They themselves read the types of disabilities and presented with all the groups and the faculty members. During their presentation they discussed with therapists about the disabilities and enhanced their knowledge and gained information, such as physical disability like cerebral palsy and developmental conditions such as Autism Spectrum Disorder (ASD) and Down syndrome and intellectual disabilities as well, acid victim. They shared that they learned to approach individuals with disabilities not only by acknowledging their challenges but also by recognizing their unique needs, strengths, and potential for growth.

Margarita with a Straw: A screening of *Margarita with a Straw* was held, followed by an engaging discussion with the film's director, Shonali Bose. The film, which explores themes of disability, self-discovery, and sexuality, follows the journey of a young woman with cerebral palsy as she navigates love and independence.



Shonali Bose having a Q&A session with the participants.

A presentation on Different Types of Disability: A presentation on the different types of



Participants presenting their PPT.

disabilities was conducted by each participant. The session aimed to raise awareness and provide insights into various forms of disabilities, their challenges, and the importance of inclusion and accessibility. The Participants discussed physical, sensory, intellectual, and developmental disabilities, highlighting their impact on individuals' lives. They also emphasized the role of society in supporting and empowering people with disabilities through education, employment opportunities, and policy initiatives.

Case Study: The participants were given options to choose case study for children or adults, two of them chose to do case study for adults from Skills Development Center (SDC) in Chembur and others did for children from Bandra center. Mrs. Prabha Hari and Mrs. Sujata Verma, shared the format along with the consent letters. The consent letters were obtained from the parents. The participants perused their files, interacted with the particular child/adult, and observed them in the classrooms, during therapy, feeding sessions and extra and co- curricular activities. The participants had meetings with the class teachers, therapists and parents. Mrs. Omrika Rohra from SDC and Mrs. Iteshree Date from Bandra center coordinated with the participants to support them and answer their queries.

Classroom Observation & Placement: The participants observed and interacted with the children / young adults with disabilities. These interactions helped to supplement classroom learning and understand the social model of disability. This activity was aimed at helping them understand diverse learning needs and classroom dynamics, as well as supporting appropriate placement of students in inclusive settings. Participants had time to reflect and discuss their observations informally, fostering peer learning.

Understanding Some Common Terms – Disability, Ability, Inability, and Ableism:

Mrs. Prabha Hari, delivered “Understanding Some Common Terms – Disability, Ability, Inability, and Ableism” The session aimed to enhance awareness and understanding of these key concepts, promoting inclusivity and sensitivity toward people with disabilities. A physical, mental, intellectual, or sensory impairment that affects a person’s ability to perform daily activities. Ability, Inability, Ableism. She emphasized the importance of an inclusive mind-set and how societal perceptions shape the experiences of individuals with disabilities.



Mrs. Hari conducting a session.

Cognitive Development: Mrs. Prabha Hari examined a child's cognitive development and discussed various cognitive theories. She emphasized Vygotsky’s theory, which suggests that learning occurs through language and social and cultural interactions. Additionally, she highlighted Piaget’s theory, which acknowledges that while peer interactions contribute to learning, children also develop understanding independently.

Disability, Impairment & Handicap (ICF): A session on Disability, Impairment & Handicap based on the International Classification of Functioning, Disability, and Health (ICF) was conducted by Dr. Shabnam Rangwala, *Senior Occupational Therapist*. The session provided an in-depth understanding of the distinctions between impairment (bodily dysfunctions), disability (limitations in activity), and handicap (restrictions in social participation). Dr. Rangwala emphasized the holistic approach of the ICF model, highlighting how environmental and personal factors influence disability. She discussed real-world applications of the framework in healthcare and rehabilitation.



Dr. Rangwala conducting a session on ICF.

Introduction to Cerebral Palsy & Different types of Cerebral Palsy: Conducted by Physiotherapists, Dr. Anshi Upadhyaya and Dr. Ritika Suji, the session provided an insightful overview of cerebral palsy (CP), a group of neurological disorders affecting movement and muscle coordination due to brain damage occurring before, during, or shortly after birth. The session highlighted the causes, symptoms, and the importance of early diagnosis and intervention. The discussion emphasized therapeutic approaches, rehabilitation strategies, and the role of caregivers in improving the quality of life for individuals with CP.

Movies: The participants were presented with a selection of films on disability-related themes, including *My Left Foot*, *Miljulke*, *Annie's Coming Out*, and *Wings of Desire*, offering insights into the experiences of individuals with disabilities. They were also invited to the screening of *A Fly on the Wall* by Director Shonali Bose.

Management of Cerebral Palsy: Dr. Ashutosh Sonawane, *Director, Therapy Services*, conducted a comprehensive session on managing adults with cerebral palsy, focusing on key treatment objectives. The discussion covered various aspects, including managing medical conditions, controlling pain, supporting behavioural and social interactions, fostering independence, assisting with daily activities such as eating, bathing, and dressing, enhancing mobility, and facilitating education and learning.



Cerebral Palsy and its types

Understanding and theorizing Disability and related Health Issues in South Asian context:

Dr. Alur conducted a session on Understanding and theorizing Disability and related Health Issues in South Asian context. This was based on her recent article in the. She shared that, historically, children and adults with disabilities, along with their families, have often been overlooked and undervalued. Their rights as citizens have gone unrecognized, and their involvement in community life has been limited. Many schools have excluded them, employers have refused to hire them, and their families have faced social isolation. In some instances, governments have failed to include them in policy decisions, which is the focus of this chapter. Dr. Alur discussed the concept of invisibility in discourse and the absence of political commitment to inclusion. She highlighted the strong dependence on NGOs, as inclusion was not seen as a governmental responsibility. The discussion covered key Indian legislations, such as the Right to Education Act and the Persons with Disabilities Act. Additionally, she spoke about the organization's efforts and shared its success stories.



Dr. Alur addressing the participants and staff.

Social & and Medical Model of Disability: Ms. Malini Chib conducted a session on the social and medical models of disability, highlighting the key differences between them. She explored society's negative perceptions of individuals with disabilities and reflected on her personal journey by addressing the question, "Who am I?" in the context of her lived experience as a disabled person.



Ms. Chib with the participants.

Autism Spectrum Disorder: Mrs. Prabha Hari, conducted a session on Autism Spectrum Disorder (ASD) is a neurological and developmental condition that impacts social interactions, communication, learning, and behaviour, and its prevalence is increasing. She also discussed the key characteristics of ASD and the "triad of impairment," which refers to the three primary challenges individuals with ASD often face: difficulties in social interaction, communication issues, and engagement in repetitive behaviours with restricted interests. Additionally, the session covered effective teaching strategies for supporting individuals with ASD.

Experiencing Disability: Mrs. Sujata Verma & Ms. Catherine Ameno, conducted a session on understanding the experience of disability. Participants were engaged in various activities that simulated challenges faced by individuals with disabilities, such as writing with their non-dominant hand, using sign language to communicate, speaking with their tongues out, walking blindfolded, and navigating spaces using wheelchairs or crutches. These exercises proved to be quite difficult, and participants expressed that the experience provided them with valuable insight into the struggles encountered by people with disabilities.



Participants engaged in the activity of experiencing disability.



Participants at the Wheelchair Basketball tournament.

Women's Wheelchair Basketball: Participants were invited for Women's Wheelchair Basketball Tournament that was organised by Disability to Ability Avenue, bringing together talented athletes from Mumbai and Pune. The event aimed to promote inclusivity and showcase the incredible skills and determination of women in adaptive sports.

Learning Disability: Mrs. Iteshree Date covered the symptoms and key signs to look for when identifying individuals with learning disabilities, providing multiple examples. She gave an in-depth presentation on case studies, dyslexia, difficulties with written expression, different types of dysgraphia, and challenges related to mathematical impairment.

Social & emotional Development: Mrs. Prabha Hari shared that social and emotional well-being is a healthy way of interacting with others and the ability to appropriately respond to our own emotions. She emphasized that all children, youth, and adults require care and attention in these areas of development. However, children and youth with disabilities are at a higher risk of experiencing lower levels of social-emotional well-being compared to their peers without disabilities.



Dr. Shanbagh conducting a session on Pre & Post Natal Care.

Prenatal & Antenatal Care Postnatal Care of the Baby & Breastfeeding: Dr. Sunita Shanbagh, Former Professor of Community Medicine at Seth G.S. Medical College and KEM Hospital, conducted sessions covering prenatal, antenatal, and postpartum care, along with guidance on nursing, nutrition during pregnancy, immunization, and vaccination.

Immunization: Dr Shanbagh highlighted the importance of the immunization for all children, including those with disabilities. She explained that it protects against life-threatening diseases such as measles, polio, tetanus, and whooping cough. She shared that sometimes children with disabilities are more in risk to infections due to existing health conditions, making immunization

even more vital for them. She discussed some challenges, such as lack of awareness in caregivers, children with sensory or intellectual disabilities may face challenges in expressing pain or side effects, which can complicate vaccine administration or follow-up care, some healthcare workers may hold misconceptions about disability, leading to discrimination or neglect. She also discussed on some solutions for future health staff should be sensitized and trained to address the specific needs of disabled children and their families.

Cognitive Development: Mrs. Prabha Hari discussed the stages of cognitive development in children and introduced key cognitive theories. She placed particular emphasis on Vygotsky's theory, which highlights the role of language, social interactions, and cultural influences in learning. Additionally, she explained Piaget's theory, which suggests that while peer interactions contribute to learning, children also develop understanding independently, constructing their own knowledge through personal experiences.

Health Issues with Ageing & Ageing with Disability: Dr. Ashutosh Sonawane, *Director, Therapy*



A session on ageing with disability.

Services, & Dr. Rohan Bhangre, *Physiotherapist,* conducted an insightful session on "Ageing with Disability," highlighting the health challenges associated with aging, particularly for individuals with disabilities. The presentation covered musculoskeletal, neurological, and cardiorespiratory changes that occur with age, emphasizing issues such as reduced bone density, muscle weakness, slower reflexes, and decreased heart and lung function. A

significant focus was on fall prevention, as falls are a major risk for the elderly and disabled individuals, leading to injuries like fractures and head trauma. They also stressed the importance of regular medical check-ups, physical activity, assistive devices, and home modifications to promote safety and well-being.



Participants visiting the sensory integration room.

Sensory Integration: Dr. Arunima Sharma, *Physiotherapist,* conducted an engaging and practical session on Sensory Integration, focusing on strategies to create supportive home environments for individuals with disabilities. Dr. Sharma provided practical techniques for adapting home settings to meet the sensory needs of individuals with disabilities. She discussed sensory friendly spaces, such as designated quiet areas, use of calming colours, and minimizing

harsh lighting or noise to reduce sensory overload. She emphasized the importance of structured routines, visual schedules, and predictable environments to reduce anxiety and improve daily functioning.

Strategies for teaching Hearing Impaired: A session on hearing impairment was conducted by Mrs. Burde, *Director of the Central Society of Education for the Deaf (CSED).* The session aimed to

raise awareness about hearing impairment, its causes, symptoms, and types, while also equipping the Participants with effective strategies to support students with hearing difficulties in the classroom. The session concluded with an interactive discussion, allowing educators to ask questions and share their experiences.

Early Intervention in Inclusive Education in Mumbai India: Dr. Alur provided a comprehensive approach to cerebral palsy care. The presentation "Early Intervention in Inclusive Education in Mumbai, India" outlines a research study led by Dr. Mithu Alur (India) and Dr. Marcia Rioux (Canada), supported by UNICEF and CIDA. It explores the importance of early intervention (0-6 years) for children with disabilities, emphasizing a whole-community approach to inclusive education. The study, conducted across six disadvantaged areas in Mumbai, assessed barriers to inclusion, developed intervention strategies, and demonstrated culturally appropriate inclusive practices. Findings revealed that community engagement, teacher training, and locally adapted support systems are key to successful inclusion. The project highlights the need for systemic policy changes to ensure sustainable, inclusive education.



Session on early intervention by Dr. Alur

Visual Impairment: Mrs. Pallavi Shankar, *Consultant, Visual Impairment* conducted a session on visual impairment and its stages. She also explained the importance of educational intervention. She shared that visual impairment changes how a child understands and functions in the world. Impaired vision can affect a child's cognitive, emotional, neurological, and physical development by possibly limiting the range of experiences and the kinds of information a child is exposed to. Mrs Shankar conducted the session on activity based.

Hearing Impairment: Mrs. Amita Burde, *Director, Central Society of Education for the Deaf (CSED)* spoke on the causes, signs, and forms of hearing impairment and discussed how to recognize a child with hearing loss in a classroom and strategies for interaction. She also exposed the participants to the types of hearing aids available for varying degrees of hearing loss and how an audiometric test is conducted.

An interactive activity on the Social and Medical Models of disability: was conducted with the participants by Mrs. Verma and Ms. Ameno. Through this activity, participants explored the differences between the two models, gaining a deeper understanding of how societal attitudes and systemic barriers impact the lives of people with disabilities. The session encouraged critical thinking and discussion, enabling participants to reflect on the importance of adopting a more inclusive, rights-based approach in their own work and communities.

Attitudes: Ms. Malini Chib focused on the powerful role that attitudes play in shaping the lives of people with disabilities. She emphasized how cultural norms, media, education, and personal experiences influence societal perceptions—often leading to harmful stereotypes, exclusion, and discrimination. Through personal experience and critical reflection, she highlighted the

importance of inclusive language, visibility, and challenging ableist mindsets. The session called for empathy and respect, reinforcing that true inclusion is only possible when society embraces differences and recognizes the abilities of all individuals, not just their disabilities.

Counselling and Intervention: Mrs. Akshada Diwanji, delivered an overview of mental health and the counselling process. The presentation distinguishes between psychologists and psychiatrists and introduces the fundamentals of counselling, highlighting its role in addressing personal challenges in a safe and supportive environment. Additionally, it discusses therapeutic interventions like cognitive and behaviour therapy, group sessions, and psychoanalysis, supported by relevant case studies and academic references.



Mrs. Diwanji, delivered an overview of the counselling process.

Sharing of Life Journey as a Person with Disability: Ms. Ruma Kirtikar, an Alumni and former ADAPT staff shared her life journey as a person with disability. Her story on overcoming challenges and navigating life with resilience and strength. This session left a profound impact on participants, reinforcing the values of empathy, inclusion, and personal empowerment.

Discussion and work on IDP / IEP / IAP: Mrs. Iteshree Date, Director Education Services, Bandra, delivered a session on focusing on the discussion and practical work around Individual Development Plans (IDP), Individual Education Plans (IEP), and Individual Activity Plans (IAP). Participants were engaged in understanding the purpose and structure of each plan, emphasizing the importance of tailoring support to meet the unique needs of children, particularly those with disabilities. The session included collaborative activities, case studies, and hands-on exercises to help participants learn how to design and implement effective, person-centered plans that promote development, education, and engagement.

Disability Etiquette: Mrs. Verma and Ms. Ameno conducted an engaging session on Disability Etiquette, aimed at building participants' awareness and sensitivity towards interacting respectfully and appropriately with people with disabilities. The session covered practical guidelines, highlighted common misconceptions, and emphasized the importance of promoting dignity, independence, and inclusion in everyday interactions.



Ms. Hari, addressed the issues of social exclusion and sexuality

Sexuality, Discrimination & Violence: Ms. Prabha Hari addressed the issues of social exclusion and sexual development in individuals with disabilities. She highlighted the discrimination and marginalization they face, including the stigma and misconceptions surrounding their sexuality. Her talk also emphasized the lack of access to comprehensive sexuality education and other systemic barriers that hinder individuals with disabilities from developing fully and participating actively in society.

Understanding Emotional Concepts in Early Childhood Care & Safeguarding: Mrs. Tainsh, TWC Honorary Training Advisor, led a session on emotion regulation for CII participants, focusing on supporting parents of children with disabilities. Drawing from her expertise in child development and family support, she introduced Paul Gilbert's model of emotion regulation—Drive, Threat, and Soothing. She emphasized the importance of strengthening the soothing system to help parents manage stress and better support their children. The session was insightful and beneficial for both ADAPT staff and students, offering practical tools for emotional awareness and resilience. She also provided a comprehensive overview of safeguarding practices, especially for individuals working with children and vulnerable adults. It outlines the various types of abuse—including physical, emotional, sexual, neglect, and exploitation—and highlights the heightened risks faced by children with disabilities. The slides stress the importance of recognizing signs of abuse, responding appropriately when a child discloses harm, and implementing preventive measures such as safe recruitment, clear safeguarding policies, and education for both children and caregivers. Real-life scenarios are used to illustrate the challenges and responses involved in safeguarding.



The Importance of Neuro Rehabilitation: Mrs. Tainsh highlighted the vital role of early brain development, especially within the first 1001 days from conception to age two, emphasizing the brain's remarkable neuroplasticity. Rehabilitation is presented as a comprehensive set of interventions aimed at optimizing function and minimizing disability across all stages of life. The approach promoted compassionate, person- and family-centred care that respects diversity, dignity, and self-determination.

Mindfulness & Wellbeing: Mrs. Tainsh explored how emotions and difficult thoughts are a natural part of being human, rooted in our mind's efforts to protect and guide us. However, it emphasizes that our reactions -like avoidance, overthinking, or clinging to the past -can lead to distress. Mindfulness is introduced as a powerful tool to cultivate present-moment awareness with compassion and without judgment. By observing our thoughts and feelings without getting entangled in them, we create space for peace and clarity.



Mrs. Tainsh delivering a session on mindfulness.

Speech and Language development in children: Ms. Sakshi Pal, *Speech Therapist*, shared that speech and language development in children typically progresses from early cooing to full sentences by age five, influenced by hearing, interaction, cognition, and motor skills. Children learn through listening, imitation, and social engagement, but delays may arise due to hearing loss, neurological issues, developmental conditions, or limited language exposure. Common

challenges include speech disorders, language delays, social communication difficulties, and motor speech problems. She also highlighted on the importance of feeding and swallowing in children is a vital aspect of paediatric care, involving a complex process that includes four coordinated phases oral preparatory, oral, pharyngeal, and oesophageal. Motor readiness, and safe breathing patterns.

Inclusion Module:

Sharing experiences as a Parent: Professor Sitanshu Mehta, *Trustee, ADAPT* is a parent of a daughter with cerebral palsy who is an alumni of ADAPT, spoke about his journey and shared how difficult it was to accept the situation when his daughter was born and doctors told them about her disability. He spoke about Dr Alur and her team whose support led them to believe in their daughter's abilities and ultimately led to her achieving her doctorate degree in the USA!



Professor Mehta sharing his experience as a parent.

ADAPT's Journey of Inclusion

Mrs. Varsha Hooja shared ADAPT's 53 year Journey of Inclusion and explained the breadth of Dr. Alur's work. She shared Dr. Alur's work at three levels: Micro or The Whole School Approach; Mezzo or the Whole Community Approach and Macro or the Whole Policy Approach.



Mrs. Hooja taking a session on inclusion.

What is Inclusion? Ideology of Inclusion, Pros & Cons of Inclusion:

Mrs. Varsha Hooja conducted an insightful presentation on the philosophy of inclusion, emphasizing it as a fundamental human right. She highlighted that inclusion is not merely about integrating students with disabilities into mainstream education but about creating an environment where all individuals are valued, respected, and given equal opportunities. The presentation covered the benefits of inclusion for students with and without disabilities, the challenges faced in implementation, and the differences between integration and true inclusion. Mrs. Hooja also discussed the need for systemic changes in schools, teacher training, and community collaboration to make inclusion a reality.

Key Principles of Inclusion: Dr. Alur's lecture on the Key Principles of Inclusion was delivered by Mrs. Varsha Hooja. She explained the ideology and philosophy of inclusion and shared eleven key principles of inclusion, which helps to work effectively in inclusive settings. Society needs to have the appropriate values and attitudes, skills and competences, knowledge and understanding. The goal for inclusive education is to widen access to education and to promote full participation and opportunities for all learners.



A session on home management.

Home Management: Mrs. Iteshree Date, *Director, Education Services, Bandra* & Dr. Anshi Upadhyaya, *Physiotherapist*, highlighted the significance of home management in alleviating stress, particularly for parents, grandparents, siblings, and caregivers. It also emphasized key qualities of effective home management, including strong communication skills, a thorough understanding of household operations, problem-solving abilities, and the capacity for flexibility and adaptability.

Universal Design

Dr. Ketna Mehta, *Founder Trustee, Nina Foundation*, explained the participants to the concepts of Accessibility & Universal Design: Awareness, and Attitude. She shared that universal design is closely related to accessibility and flexibility, adaptability, and simplicity are vital parts of it.



Dr. Mehta explaining the concept of universal design.

Barriers & Solutions: Mrs. Hooja conducted the session on barriers of inclusion. She shared that people with disabilities often experience barriers to inclusion that negatively affect their daily lives. She explained it at the micro, mezzo, and macro levels and discussed. They worked in small groups to present the barriers in their respective countries and possible solutions to inclusion and presented them in a big group.



Mrs. Hooja taking a session on barriers & solutions to inclusion.

Vocational Rehabilitation: The session was led by Mrs. Prabha Hari, *CEO Operations*, who concentrated on promoting inclusive employment opportunities and supporting small-scale start-ups for adults with disabilities. She emphasized the importance of creating accessible and sustainable work environments for individuals with disabilities, highlighting how small businesses can play a vital role in this. She also encouraged them to think critically about the unique challenges and opportunities in their local contexts and to design practical solutions that could foster greater inclusion and employment for people with disabilities.

Inclusive Employment: The session by Mrs. Madhavi Kumar, *Director, and Networking & Outreach on Inclusive Employment* aimed to emphasize the importance of upholding the right to work for all individuals, especially persons with disabilities (PwDs). The lecture addressed systemic gaps, societal attitudes, infrastructural barriers, and the need for better policy implementation and corporate participation. It promoted a human rights approach to disability, stressing the value and capabilities of PwDs, and showcased ADAPT's interventions and strategies for promoting inclusive vocational training and employment.

Relevance of Research in the Disability Sector: Dr. Ragini Sen, *Executive Director & Head, Research*, emphasized the crucial role of research in advancing disability inclusion and improving services for persons with disabilities. Through a series of studies and impact analyses conducted by ADAPT, the session highlighted the effectiveness of transdisciplinary models in education and rehabilitation, the importance of inclusive policies in achieving Sustainable Development Goals (SDGs), and the gaps in corporate and health sector responses. The overarching message was the need for evidence-based practices, continuous evaluation, and collaboration across sectors to build inclusive systems that respect the rights and needs of persons with disabilities.

Siblings of Children with Special Needs: Mrs. Sujata Verma, *Director, Training & Pedagogy* conducted an engaging and insightful session on the topic of Siblings of Children with Special Needs. She highlighted the unique challenges and emotional dynamics experienced by siblings in such families, fostering a deeper understanding among the participants. Additionally, she shared impactful videos that illustrated real-life experiences, helping participants connect with the topic on a more personal level and gain a well-rounded perspective.

Community Module:

Community Based Inclusive Development (CBID), a on Chitra Laxman, *Senior Social Worker*. She introduced the Development (CBID), which is a development approach inclusive environments for people with disabilities, er aspects of life.



Mrs. Chitra Laxman introducing CBID.

Reflections and Future Plans: CII Journey Discussion v

Dr. Rajni Rijal and Mrs. Tainsh met with international , their CII journey. The meeting offered a valuable space for sharing experiences, discussing challenges, and celebrating successes. Participants engaged in one-on-one conversations to explore personal growth, insights, and future plans for implementing change in their communities. The session also helped identify areas for collaboration and refinement of strategies to enhance the program's long-term impact, reinforcing the commitment to sustained progress and global connection.



Dr. Rijal and Mrs. Tainsh met with international participants for a reflective session on their CII journey.



Empowering Communities: Dr. Rajni Rijal's Visit to Dharavi Outreach Centre and Chembur Skills Development Centre:

Dr. Rajni Rijal, Chairman of TWC, visited key outreach centers in Mumbai as part of her commitment to inclusive development. At the Dharavi outreach centre, she met 14-year-old Salman, an ambitious boy who dreams of becoming a pilot despite living in poverty, highlighting the resilience and aspirations of underserved

youth. She also toured the ADAPT centre at a municipal hospital, where she conducted dental check-ups and emphasized the importance of early oral hygiene. Her visit continued at the Chembur Skills Development Centre, where she observed various vocational training activities and engaged with trainees. A highlight of the visit was a creative project in which participants crafted the TWC/ADAPT logo in clay, symbolizing the spirit of empowerment and hands-on learning that the center fosters.



Dr. Rijal's visit to Dharavi Outreach Centre and Chembur Skills Development Centre.

Videos on Community Development Models: As part of the session, participants were shown a selection of videos focused on various Community Development Models, offering insights into different approaches and strategies used to foster social change and empower communities. These visual presentations helped illustrate practical applications of theoretical concepts, making it easier for participants to connect with real-world examples.

Disabled People's Organization (DPO): The discussion also highlighted the significance and necessity of Disabled People's Organisations (DPOs), emphasizing the critical need for their training and empowerment. Students explored the interconnectedness between disability and poverty, deepening their understanding of the heightened vulnerability faced by people with disabilities and the need for comprehensive solutions along with solutions that must integrate education, vocational training, livelihood opportunities, social capital development, and empowerment initiatives to support the community model and advocate with decision makers.

Participants were given dedicated time for self-reading from Dr. Alur's book *A Birth That Changed a Nation*, focusing on Domain-IV Training and Domain-VIII (Parts a, b, c, and d)

Project Management & Proposal Writing: Mrs. Mukherjee delivered a session on how to write an effective project proposal, starting by identifying the core problem project addresses and ensuring that goals align with the interests of stakeholders or funders. She also highlighted the importance of preparing a well-justified budget and clearly assigning roles and responsibilities within the team.

Training the Trainers: The session was conducted by Mrs. Prabha Hari, *CEO Operations*, focusing on designing effective, active, and participatory workshops tailored to specific work situations. She emphasized the importance of setting clear aims and SMART objectives to ensure

meaningful outcomes. Mrs. Hari guided participants through the essential steps and processes involved in planning and conducting impactful training sessions. The session also covered methods for evaluating the effectiveness of training, equipping participants with practical tools to enhance their facilitation skills and ensure continuous improvement.

Q&A on the film "A Fly on the Wall": The session with Director Shonali Bose was interactive and engaging, creating a dynamic space for open dialogue between her and the participants. Shonali encouraged questions, welcomed personal reflections, and responded to their questions thoughtfully. Participants actively shared their thoughts on the film "A Fly on the Wall", discussed its emotional impact, and explored the deeper social messages it conveyed. This interactive environment allowed for a deeper understanding of the film and its relevance, making the session both impactful and memorable.

Research Studies: Mrs. Hooja highlighted two international researches that Dr. Alur had spearheaded: The National Resource Centre for Inclusion (NRCI), which operates through three tiers: the macro level Whole Policy Approach addressing legislation and policy at various levels, the mezzo level Whole Community Approach, and the micro level Whole School Approach. A

Findings from an international research project with UNESCO 'Developing Sustainable Inclusive Practices in Four Nations' were shared. This study focused on identifying barriers to inclusion in India, Brazil, U.K and South Africa and to identify the solutions for each of the regions.

Mrs. Hooja also shared the findings from her research on SDG 4 indicators and targets and the alternate indicators that had emerged as a result of the study.

Supporting Parents: Key Messages from UNICEF's Parenting Framework: Mrs. Tainsh led an impactful session with CII participants, focusing on the UNICEF Parenting Support Framework. The training emphasized the importance of supporting parents- especially those of children with disabilities - by promoting self-care alongside child care. Participants collaborated to create posters with key messages aimed at empowering parents and highlighting the vital role of caregiver well-being in child development. Reinforced the commitment to building a supportive community for parents and children alike.



Key Messages from UNICEF's Parenting Framework conducted Mrs. Tainsh

Domain-V Capacity Building in the Community: Mrs. Gulabjan Sayyed, Deputy Director, Community Services, ADAPT, spoke about the services set up by Dr. Alur in the slums of Dharavi, Asia's largest slum. This was a new community model set up after a survey of 11,820 households in 1986 examined the prevalence and incidence of disabilities among children in Dharavi. Pre-school facilities for children with disability were set up with support from the Canadian Development Fund, making quality education and effective treatment services accessible to all. All services were now inclusive and promoted inclusion into the mainstream educational system and provided with resource support.

Developing a Sustainable District Model: (Shiksha Sankalp Documents): Dr. Maneeta Sawhney shared the Shiksha Sankalp project which had aimed at "Developing a sustainable model to ensure inclusion of Children with Disabilities (CWD) within mainstream (public) educational institution ". The components of mapping, screening, intervention, DPOs in two jurisdictions of Pelhar (rural) and Colaba- A Ward (urban) and the role of the transdisciplinary team were explained.

Disaster Management: This session by marketing consultant and social activist Mr. Jawaharlal Shanmugam, focused on the critical need for disaster preparedness in hospitals, especially for patients with disabilities. It highlighted challenges in evacuating individuals with mobility impairments and outlined potential hospital disasters such as fires, floods, and power failures. Emphasizing leadership and rapid response, the session stressed the importance of ramps, fire-fighting systems, and adherence to safety codes.

Policy Module:

Exclusion of Disabled – History of Oppression: Mrs. Hari introduced Dr. Alur's lecture titled "*Exclusion of Disabled: History of Oppression.*" The session was conducted using Dr. Alur's notes. During the session, Mrs. Hari highlighted how, historically, people with disabilities have faced oppression and exclusion due to negative societal perceptions. To deepen understanding, participants were divided into groups and provided with study material for a self-learning activity. Each group discussed the topic based on their interpretation, created charts, and presented their findings to the larger group along with the training team.

Policy Formulation & Implementation International Policies: Mrs. Hooja presented Dr. Alur's policy lectures, beginning with *Policy and the Politics of Policy Making: Education Policy and Practice*. This lecture explored the connection between policy formulation and its implementation, outlining the stages involved in developing policies. Dr. Alur's Ph.D. research was shared as a case study, focusing on the Integrated Child Development Scheme, a government program that had excluded children with disabilities. The key findings and outcomes of this research were also discussed and disseminated during the session.

Culturally Appropriate Policies and Practices: The resource material Culturally Appropriate Policy and Practice (CAPP), the "How To" of inclusion, was introduced by Ms. Verma. The CAPP was explained at three levels: CAPP I: The Whole Policy Approach; CAPP II: The Whole Community Approach and CAPP III: The Whole School Approach. The participants received copies of these to utilize as resources in their respective countries. The CAPP resource was created by Dr. Alur and international partners as an outcome of international research: Inclusive Education Practice in Early Childhood, in Mumbai, India, with Unicef, and The National Resource Centre for Inclusion with the Canadian International Development Agency.

Dr. Alur's macro level work: Mrs. Mukherjee conducted the session on Dr. Mithu Alur's "Journey of Inclusion" which traces the transformation of ADAPT from a small school into a nationwide movement advocating inclusive education and services for children with disabilities.

Workshops

1. Understanding and Enabling a Child's Development: Multiple Intelligence:

was led by Mrs. Usha Ramakrishnan, Consultant for Emotional Intelligence and Emotional Wellness for Management, Parenting, Teaching, and Leadership. The three day workshop focused on the multiple intelligence theory which offers great opportunities to improve students' diverse abilities potential in disabled learners. She explained that instead of describing intelligence as a single general skill, the Multiple Intelligences (MI), defines intelligence as a cluster of competencies designed to solve true challenges or problems. In addition to this, she introduced emotional intelligence (EI) as the ability to understand, manage and express emotions effectively.



An interactive session on multiple & emotional Intelligence by Mrs. Usha Ramakrishnan.

2. Oral Health Workshop for Children with Special Needs: A Day of Learning and Care: Dr. Rajni Rijal led an engaging oral health workshop for children with special and additional needs, at all the ADAPT centres. The session focused on dental hygiene awareness, featuring interactive lessons on healthy vs. unhealthy foods and hands-on brushing demonstrations using a dental model. Dr. Rijal also conducted dental check-ups for all beneficiaries at the respective centres, along with educating the parents about the need for and importance of healthy dental routines. She also conducted an interactive workshop with all staff & participants oral hygiene awareness, especially tailored for individuals with learning disabilities.



Oral health workshop by Dr. Rijal.

3. Child to Child Approach: Dr. Sonal Zaveri conducted a two day workshop where she emphasized the core principles of the Child to Child approach. The session was interactive, with practical demonstrations, and collaborative activities to effectively convey the methodology.

4. Puppet making workshop: This workshop focused on creating affordable teaching aids. Participants learned to make puppets, bird feeders, sensory touch charts, colour concept charts, and other educational materials using waste materials. The session emphasized developing innovative resources to support fine motor skills, language growth, auditory memory sequencing, visual and sound discrimination, and oral language development.



Participants showing off their puppet making skills.

5. What is Mental Health: Dr. Shrilatha Juvva conducted a session on the topic of Mental Health, covering its definition, various types, and the importance of mental health awareness. Mental health was explained as a state of emotional, psychological, and social well-being, influencing how individuals think, feel, and act. The session discussed different types of mental health conditions, including anxiety disorders, mood disorders, and psychotic disorders. Emphasis was placed on the critical need to promote awareness, reduce stigma, and encourage early intervention.

Practicum:

Public Speaking and Presentation Skills: Swami Mounananda, a Consultant at the Skills Development Centre and Faculty at CII, conducted daily sessions to help participants refine their English and public speaking abilities. He also prepared and guided them for their final presentations of their action plans. These sessions focused on enhancing communication skills, boosting confidence, and providing valuable techniques for effective delivery. These skills will help the participants in their work at the grassroots level and with the donors and well-wishers.

Session on Canva: A session on Canva was conducted by one of the participants Ms. Tharpa Dema from Bhutan, who took the lead in guiding the group. The training focused on helping participants understand how to use Canva- a graphic design platform, for creating presentations, posters, and social media content.

Therapy Observation: The participants attended therapy sessions, where they closely observed various therapeutic techniques used in paediatric intervention. During the session, participants watched and analysed different therapy methods, approaches, and strategies employed to support children's physical, emotional, and behavioural needs. The experiential session reiterated the theoretic learning they received from the therapists.

Visits to other Centres: The participants are exposed to the activities carried out at other centres for children and youth with disability. This year, the following were visited

- National and Asian Resource Centre for Inclusion, Bandra
- National and Asian Resource Centre for Inclusion, Colaba
- Sultan Noorani Memorial, Karuna Sadan (Community Centre), Dharavi
- Skills Development Centre, Chembur
- Gateway School of Mumbai
- Society for Rehabilitation of Crippled Children (SRCC) at Haji Ali.
- National Association for the Blind
- Hellen Keller Institute for the Blind,
- Central Society for the Education of the Deaf Jai Vakeel Foundation



Various visits by the CII 2025 batch

Self-Learning & Reading: The Participants were introduced to the concept of self-learning and reading as alternative methodologies to didactic learning. Self-driven learning is an experiential process of setting one's individual learning goals and pacing the study according to one's personal choice and ability. This experience ties in directly with the philosophy of inclusion, and is a proactive way to reinforcing the learner's drive and self-concepts.

Focus Group Discussion: Mrs. Devangana Bhatt, Senior Qualitative Researcher, in collaboration with Ms. Catherine and Ms. Divyani, conducted three structured focus group discussion sessions to gather in-depth feedback from participants of the CII course. These sessions provided a platform for open dialogue and reflection on various components of the course, including the content of the modules, the structure and relevance of the curriculum, teaching methodologies, and the overall learning experience. The focus group discussions aimed to understand diverse perspectives and experiences, identify strengths and areas for improvement, and contribute to the ongoing development of the CII program.

Valedictory Programme: The Valedictory Function was held on 16th April 2025, featuring short cultural performances by the participants and the CII alumnus sharing their transformational journey, and audio-visual presentation showcasing highlights from the CII 2025 program.

Here is the link to the Valedictory Function:

<https://youtu.be/z0PYx1BEUog>

Faculty Speaks:

Ms. Malini Chib, Trustee, Head, One Little Finger Department, & Diversity Officer, Tata Sons shared that farewells were never easy, but reassured the participants that ADAPT would continue to offer guidance, support, and encouragement. She wished them good health and reminded them to always keep ADAPT in their thoughts.



Mrs. Prabha Hari, CEO, Operations & Director, Skills Development Centre reflected that while the past four months had been filled with fun, learning, and even small everyday conflicts, they were now at a turning point. She acknowledged that the road ahead may feel overwhelming at times, but urged the graduates to draw strength from the example of leaders like Dr. Mithu Alur, whose lifelong dedication to inclusion stands as a beacon of courage and perseverance.



She expressed confidence that the graduates will not only make a difference but also find great joy in the work ahead- just as so many before them have. She encouraged the graduates to embrace their future with courage, commitment, and passion.

Valedictory Addresses:



Dr. Mithu Alur, Founder President, ADAPT & Course Director, CII, India:

Dr. Mithu Alur congratulated the CII participants on completing their intensive program, calling them the stars of the day and affirming that this marked the start of a continued journey in inclusion. She welcomed guests from The Women's Council, U.K., including Lady Doris Butterworth, Dr. Rajni Rijal, and Dr. Frances Moore, acknowledging their vital support and contributions to the course's development alongside U.K. partners like the Institute of Child Health, London.

Dr. Alur announced two major initiatives: the launch of Satellite Hubs in seven regions (including Nepal, Nagaland and Darjeeling in India, Tajikistan, Tibetan Government in exile, Kenya, and Malaysia) led by CII alumni, and the creation of an Inclusive University offering postgraduate studies in disability and inclusion. A rural development project in Dahanu was also being set up. She emphasized on the concepts of the three D's (Demystification, Dissemination, Decentralization) and the UN-aligned three A's (Attitudinal Change, Awareness, Accessibility), with a focus on inclusive curricula and universal design. She closed by celebrating the participants as future leaders in inclusion.



Lady Doris Butterworth, President, The Women's Council, U.K.: Lady Butterworth expressed her pleasure at being present from London for the farewell ceremony. She congratulated all the participants, noting that the cheerful photographs shown reflected a meaningful and successful learning experience.

She conveyed best wishes on behalf of The Women's Council and urged participants to remember the friendships, collaboration, and valuable lessons they gained in Mumbai—especially during challenging times, which the world is currently experiencing. She concluded by wishing them continued success and congratulated them on completing this rigorous programme.

Dr. Rajni Rijal, Chairperson, The Women's Council, U.K.: Dr. Rijal celebrated the CII 2025 participants as the stars of the event and acknowledged the presence of CII alumni and the dedicated ADAPT team. Speaking on behalf of The Women's Council (TWC), she praised Dr. Mithu Alur's inspiring leadership and extended heartfelt congratulations to the participants.



Reflecting on her visit to ADAPT centers in Bandra, Colaba, and the Skills Development Center at Chembur, Dr. Rijal shared how moved she was by the experience, especially while conducting oral health workshops. She commended the participants' enthusiasm, noting their impressive work and commitment to improving disability-inclusive oral health.

Applauding their project presentations, she reminded them that their journey as master trainers was just beginning and encouraged them to stay resilient, care for themselves, and seek support when needed. She expressed confidence in their potential to drive meaningful change. Dr. Rijal concluded with gratitude to ADAPT, the children, and families they serve. She shared how much the thank-you notes and handcrafted Ganesh meant to her, and conveyed warm congratulations from TWC, expressing excitement for the participants' futures.



Dr. Francis Moore, Trustee, The Women's Council, U.K.: Dr. Moore emphasized the significance of the 14-week course they had just completed. While acknowledging the importance of their training in Mumbai, she highlighted that the most critical phase now lies ahead—as the participants return to their home countries and apply the principles of inclusion in their own communities and centers. She stressed the value of follow-up, noting that the programme's success can only be fully understood through the reports submitted by participants. This feedback was a vital part of the overall process. She concluded by extending her best wishes and reminding the students that they were now part of a global network of professionals who have been undertaking this course since 2004, and offered heartfelt good luck for the journey ahead.

Mrs. Sarita Ghimire, Patron, The Women's Council, U.K.: Mrs. Ghimire warmly greeted the audience and expressed deep gratitude to Dr. Rijal for the invitation. She praised the impactful collaboration between The Women's Council and ADAPT in Mumbai, especially the support of 45 Nepali women through scholarships for the Disability and Inclusion course. She congratulated the 20 students from nine countries who had benefited from the programme this year, including two inspiring Nepali participants, Sanu Maya and Kaushila. She encouraged all graduates to continue their important work and closed by acknowledging everyone's dedication and efforts.

Munkhjargal Nergui, First Secretary (Political & IMO), Embassy of Mongolia, London, U.K.: Ms. Nergui expressed her delight in joining the ceremony virtually and thanked the organizers and Dr. Rijal. She reflected on her earlier meeting with the members of The Women's Council and highlighted the Mumbai course as especially impactful. As a diplomat, she emphasized the importance of supporting vulnerable communities, particularly children with disabilities. She was inspired by the collective compassion behind the initiative and commended the participation of three Mongolian trainers. She ended by congratulating all graduates and wishing them success in advancing inclusion in their communities.

Mr. Alex Crawford, Member, Rushmoor Council, U.K.: Mr. Crawford warmly thanked the organizers and shared that his wife, Jennifer - a former colleague of Dr. Alur in London - would have been especially pleased to attend, given her longstanding connection to the work. He highlighted Aldershot as the UK town with the highest concentration of Nepali residents, noting that many Nepali families there face challenges in accessing special education due to language barriers between parents and English-speaking authorities. He had helped establish NANA (Nepalese Additional Needs Awareness), a program inspired by Dr. Alur's inclusive education model in India. He expressed pride in having recommended Nepali students for the course, recognizing the gap in services in Nepal at the time, and encouraged them to carry forward the values of inclusion and empowerment.

Mr. Suresh Kaphle, Founder President, Sama, Nepal: Mr. Kaphle, speaking on behalf of Ms. Astrid Beseler, Audrey Jacob Fondation and Sama Nepal, ADAPT's partners satellite Hub partners in Nepal, extended warm greetings and shared his pride in Nepal being one of the key centers for the CII course. He acknowledged the dedicated participation of individuals from Sama Nepal, whose involvement in the training has led to significant and positive outcomes for inclusive education in Nepal. He highlighted the strong collaboration between Sama Nepal and their esteemed partner, the Audrey Jacobs Foundation, which has been committed to advancing inclusive education since its inception.

Mrs. Usha Ramakrishnan, Consultant, Emotional Intelligence and Wellness: Mrs. Ramakrishnan congratulated the graduates on completing a challenging course and praised their impressive presentations. Drawing from her 40 years of experience, she emphasized that meaningful work requires not only knowledge and skills but also the right attitude, exhorting the graduates to



focus on their work with dedication, and to act with purpose and self-awareness.

She stressed the importance of emotional regulation, internal motivation, and empathy—especially when working with children with disabilities and their families.



Mrs. Rachel Tainsh, Honorary Training Advisor, The Women's Council, U.K.: Mrs. Tainsh warmly reflected on her recent visit to India in March, where she had the pleasure of meeting the course participants alongside Dr. Rijal. She offered thanks to Dr. Alur, the dedicated staff and faculty, and everyone who contributed to making the course a success, including the Women's Council.

She also conveyed greetings and well wishes from colleagues in Tajikistan, mentioning that she had met Umeda and other participants from the course who were thrilled to have been involved.

Professor Sitanshu Mehta, Vice Chairperson, ADAPT: Mr. Mehta warmly congratulated the graduates and expressed deep gratitude for the impact they are set to make across many countries. Sharing his personal story, he spoke of his daughter's transformation—from isolation to joy - made possible through the dedicated efforts of Dr. Alur and her team who assessed his daughter, initiating a journey marked by compassion and ground-breaking work. He also acknowledged Ms. Malini Chib's contributions to the cause.



Ms. Shonali Bose, Trustee, ADAPT & renowned filmmaker: Ms. Bose expressed heartfelt appreciation for the graduates and reflected on their engagement through her film screenings Highlighting the course's power to unite passionate young women across Asia. She welcomed them into the ADAPT family and wished them well as they return as master trainers, sending love from the entire community.



Co-Curricular, Extra-Curricular Activities, Leisure and Fun Activities:

The 2025 CII batch actively participated in events like the Tata Mumbai Marathon and wheelchair basketball, fully embracing the spirit of inclusion. Cultural celebrations were especially enjoyed. A highlight was the much-loved Sunday special lunches featuring cuisines from around the world. This allowed for some moments of fun and cheer that strengthened the overall team spirit and made learning so much more wholesome!

Visits to the historic Kanheri and Elephanta caves, beaches of Alibaug and Goa, fresh mountain air of Mahabaleshwar were much enjoyed outings. Birthday celebrations too were a delight, with participants baking cakes for each other and celebrating with music and dancing. These three months truly provided a space for the participants to bond, learn together and from each other, have fun, and grow as a community.



The CII 2025 participants represented a wide range of global regions, each bringing valuable perspectives and experiences to the course. Their enthusiasm and positive energy created a dynamic learning environment, fostering a strong sense of collaboration. Throughout the programme, they built meaningful connections, united by a common passion for advancing disability rights and inclusivity. Their exchanges were rich with discussions, where they shared strategies, insights, and personal experiences from their respective countries regarding disability and inclusion.

We eagerly anticipate receiving the action plan reports by September 2025. Upon review, completion certificates will be awarded to all participants and their associated organizations.

We extend our deepest gratitude to the Women's Council for their steadfast support since 2003. Their dedication has been essential to the success of this initiative, and we are grateful for their continued partnership in this important work.

Judges Speak



Dr. Rajni Rijal, Chairperson, The Women's Council, U.K.:

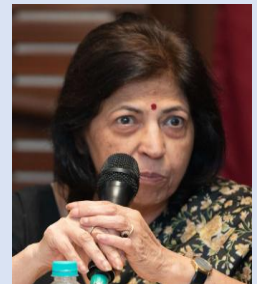
"I just want to start by saying how much I will miss you all—what a truly wonderful experience I had at ADAPT. Meeting all of you and visiting the three centers felt incredibly special, and I'm so grateful for your warm hospitality.

I loved hearing your ideas—especially your focus on supporting pregnant women, senior citizens, and rural communities. Your emphasis on prevention, sustainability, and small, local steps really stood out. It's so important to put yourself in others' shoes and make your solutions practical and lasting.

I was also impressed by your use of social media—an essential tool today in spreading awareness about disability and inclusion. Your creativity with podcasts and videos will definitely make a difference.

Lastly, I'm excited about the future of the hubs and happy to share that a former student from 2008, Umeda from Tajikistan, continues to do amazing work, which I'll be sharing in a video. Her journey is proof that the impact of this program lasts - and I'm confident all of you will go on to do incredible things too. Congratulations again on your powerful action plans. It's been an inspiring afternoon—thank you!"

Dr. Ragini Sen, Executive Director, Quality Assurance, Policy and Research: *"Let me begin by saying what a truly lovely and inspiring afternoon this has been. Hearing passionate, bright young minds speak about their visions for the future gives us great hope. Your clarity, commitment, and confidence show that you have the potential to become true leaders in the field of disability in your countries.*



Regarding your presentations—they were well delivered, thoughtful, and full of promise. However, I encourage you to define your problems and barriers more clearly. A well-defined problem is the first step to a meaningful solution, whether you're working at the micro, mezo, or macro level.

I was especially pleased to see that many of you included impact analysis in your written reports, even if it didn't always come through in your presentations. Systematic evaluation and data-driven evidence are essential—not only for accountability but also to support rights-based advocacy and policy change.

Congratulations once again. Your passion and vision are inspiring, and I truly believe we're looking at a group of future change makers. Wishing you all the very best!"

Ms. Devangana Bhat, Consultant, and Research: “

First of all, I was truly impressed—congratulations to all of you! I know how much effort went into these presentations, especially for those who aren't comfortable with English. You've done an outstanding job.-What stood out to me personally was your use of social media and your ambition to engage at the policy level. Both are powerful tools for change, and it's great to see you embracing them.



As you move forward, especially with long-term goals, I encourage you to stay connected—with each other, with CII alumni, and with others working in disability in your communities. Sharing challenges and successes will help keep your motivation strong.”



Mrs. Bhavana Mukherjee, CEO, ADAPT:

“Congratulations to all of you! From the very first day, I could tell this group was exceptionally bright—and today, you've truly proved that right with your wonderful presentations. Looking ahead, one critical area to think about is sustainability. How will you fund your initiatives? Whether through government support or aligning with CSR (Corporate Social Responsibility) programs, you need to understand how to connect your work with potential funders' focus areas—be it education, health, or rural development. Funding is essential for translating ideas into impact. It's something to seriously consider as you move from planning to implementation. Overall, it was an inspiring and engaging afternoon. Let's hold on to this shared promise: to work together in making inclusion a global reality. Thank you!”

Annexure I

People behind the Course

Core Team, ADAPT

- Padma Shri Dr. Mithu Alur, *Founder President, ADAPT & Course Director CII*
- Mrs. Varsha Hooja, *Trustee & Senior Director Inclusive Education*
- Ms. Malini Chib, *Trustee, Head, One Little Finger Department, Diversity Officer, Tata Sons*
- Mrs. Prabha Hari, *CEO- Operations*
- Mrs. Rekha Vijayakar, *Senior Director, ADAPT*
- Mrs. Sujata Verma, *Director, Training & Pedagogy*
- Dr. Shabnam Rangwala, *Director, Community Services*

The Women's Council, U.K.

- Doris, The Lady Butterworth of Warwick, *President, The Women's Council, U.K.*
- Dr. Rajni Rijal, *Chairperson, The Women's Council, U.K.*
- Dr. Frances Moore, *Trustee, The Women's Council, U.K.*
- Mrs. Rachel Tainsh, *Honorary Adviser to the Training Programme, The Women's Council, U.K.*
- Mrs. Louisa Tam, *Honorary Treasurer, The Women's Council, U.K.*

Finance Team, ADAPT

- Mrs. Madhavi Dave, *Director Finance, Administrator CII*
- Mrs. Sandhya Salian, *Executive Assistant to the Accounts Department*
- Mr. Utpal Shah, *Senior Accounts Manager*
- Mrs. Kavita Rajput, *Accounts Assistant*

Administrative Team, ADAPT

- Mrs. Bhavana Mukherjee, *CEO, ADAPT*
- Mr. Anand Singh, *Establishment Officer, Chairperson's Secretariat*
- Mrs. Sunita Malcotia, *Deputy Director admin, Education, Bandra Centre*
- Ms. Catherine Ameno Rolnu, *Assistant, One Little Finger & Pedagogy Department*

- Ms. Tsuknungtula, *Assistant, Malini Chib, One Little Finger & Training Department*
- Ms. Divyani Giri, *Research Assistant & Coordinating Secretary, Chairperson's Office*
- Mr. Bijoy Thapa, *Senior Housekeeper*
- Ms. Theresa D'Costa, *Secretary*
- Mrs. Vidya Ghadi, *Administrative Assistant, Training Department*
- Ms. June de Sousa, *Secretary*
- Ms. Annamarie Shepherd, *Secretary*
- Mr. Biswas Sosti, *Cook*
- Mrs. Shamim Shaikh, *Cook*

Library Support

- Mrs. Archana Kolambkar, *Senior Librarian*
- Ms. Zenia Malegamwala, *Junior Administrative Assistant*

IT Team, ADAPT

- Mrs. Sangeeta Manna, *Deputy Director, Skill Development Centre*
- Mrs. Moumita Das, *IT, Editor Films*
- Mr. Lucas Baretto, *IT Officer*
- Mrs. Janvi Satavase (Rajee), *IT Coordinator*

Coordinating Team for Practicum

- Mrs. Prabha Hari, *CEO- Operations*
- Dr. Maneeta Sawhney, *Research Associate & Director, Education & Community, Colaba Centre*
- Mrs. Iteshree Date, *Director Education Services, Bandra Centre*
- Mrs. Gulabjan Sayyed, *Deputy Director, Community Services*

Research Team

- Padma Shri Dr. Mithu Alur, *Founder President, ADAPT & Course Director CII*
- Dr. Ragini Sen, *Executive Director, Quality Assurance, Policy and Research*
- Ms. Devangana Bhat, *Consultant*

Faculty

Internal Faculty

- Padma Shri Dr. Mithu Alur, *Founder President, ADAPT & Course Director CII*
- Ms. Malini Chib, *Trustee, Director IT, Library, One Little Finger, member, Tata Sons' Diversity and Inclusion team.*
- Swami Mounananda, *Advisor, Skills Development Centre and Faculty CII*
- Mrs. Prabha Hari, *CEO-Operations*
- Mrs. Varsha Hooja, *Trustee and Senior Director, Inclusive Education*
- Mrs. Bhavana Mukherjee, *CEO, ADAPT*
- Dr. Ragini Sen, *Executive Director of the APPI Project and Head of Research*
- Mrs. Rekha Vijayakar, *Senior Director, ADAPT*
- Ms. Sujata Verma, *Director, Training and Pedagogy*
- Mrs. Madhavi Dave, *Director Finance and Admin CII*
- Dr. Shabnam Rangwala, *Occupational Therapist, Director Community Services*
- Dr. Ashutosh Sonawane, *Director, Therapy Services*
- Dr. Maneeta Sawhney, *Research Associate & Director Education Services - Colaba*
- Mrs. Iteshree Date, *Director Education Services- Bandra*
- Mrs. Archana Kolambkar, *Senior Librarian*
- Mrs. Madhavi Kumar, *Director Networking and Outreach.*
- Mrs. Chitra Laxman, *Head of Department, Social Work*
- Mrs. Gulabjan Sayyed, *Deputy Director Community Services, Dharavi*
- Mrs. Omrika Rohra, *Director, Skills Development Centre, Chembur.*
- Mrs. Sangeeta Manna, *Director, Skills Development Centre, Chembur.*
- Mrs. Manju Thakur, *Deputy Head Education and Remediation, Colaba*
- Ms. Catherine Ameno, *Assistant Training & Pedagogy & One Little Finger Department*
- Ms. Tsuknuntula, *Assistant Training & Pedagogy & One Little Finger Department*
- Dr. Arunima Sharma, *Neuro-physiotherapist*
- Ms. Akshada Diwanji, *Psychologist*
- Ms. Tanisha Mayekar, *Psychologist*
- Ms Varsha Jain, *Speech and Language Therapist*
- Ms. Sakshi Pal, *Speech and Language Therapist*

External Faculty

- Dr. Rajni Rijal, *Chairman, The Women's Council, U.K.*
- Mrs. Rachel Tainsh, *Honorary Adviser to the Training Programme, The Women's Council, U.K.*
- Mrs. Usha Ramkrishanan, *Consultant: Emotional Intelligence and Emotional Wellness (for Parenting, Teaching, Management and Leadership)*
- Dr. Sonal Zaveri, *International Consultant, Child - to - Child Trust*
- Dr. Sunita Shanbagh, *Associate Professor, LTMG Hospital*
- Mrs. Deepak Kalra, *Founder and Director, Umang, Jaipur*
- Dr. Ketna Mehta, *Founder and Trustee Nina Foundation, Mumbai*
- Mrs. Pallavi Shankar, *Consultant, Visual Impairment*
- Mrs. Amita Burde, *Consultant, Hearing Impairment*
- Dr. Srilatha Juvva, *Professor, School of Social Work, Tata Institute of Social Sciences*
- Mr. Jawaharlal Shanmugam, *Management Professional, Author, Social Activist*

A Photo Gallery of the Visit of Dr. Rijal and Mrs Tainsh



Dr. Rijal and Mrs. Tainsh welcomed by our beneficiaries at Colaba Centre



Mrs. Tainsh playing with one of the beneficiaries



Dr. Rijal interacting with one of the beneficiaries



Mrs. Tainsh conducting a session on Mindfulness and Well – being followed by some activities by the CII participants



Mrs. Tainsh discussing the Importance of Emotion Regulation



Mrs. Tainsh visiting the Therapy Department



Dr. Rijal visits the Skills Development Centre, Chembur



Dr. Rijal visits the Dharavi Centre



Dr. Rijal and Mrs. Tainsh sharing meals together with the CII participants



Dr. Alur, Dr. Rijal, Mrs. Tainsh and Mrs. Hari at the farewell party



Dr. Rijal and Mrs. Tainsh being presented handmade farewell gifts by the CII participants



CII participants and ADAPT Staff learning the Scottish Dance being taught by Mrs. Tainsh