

COMMUNITY INITIATIVES IN INCLUSION

SPONSORED BY
THE WOMENS' COUNCIL, UK
&
ADAPT
(FORMERLY THE SPASTICS SOCIETY OF INDIA)



SUPPORTED BY
CENTRE FOR INTERNATIONAL HEALTH & DEVELOPMENT,
LONDON

REPORT APRIL 2018

COMMUNITY INITIATIVES IN INCLUSION 2018 PARTICIPANTS



Standing, from left to right: Asliya, Mubina Kazi, Hemangi Pisat, Ashe Kiba, Sabitri Karki, Samten, Sherlyn, Sayora Mirmastova, Takhmina, Bathchimeg Altanbayar, Sarita, Choijiljav Otgontsetseg, Oyunchimeg Bat, Sarasoti, Hawwa Majidha, Sanjeeda Ruma, (Faculty – Shabnam, Arundhati, Sujata), Vikengunu Kera.

Back row: Anna and Mr. Mathew

Sitting, from left to right: Faculty Anuj, Sangeeta, Mr. Suresh, Babaji, Dr. Jolly, Dr. Alur, Dr. Moore, Ms. Aukatsang, Mrs. Vijayakar, Ms. Astrid, Mrs. Hooja, Ms. Catherine

PARTICIPANTS SPEAK...

Community Initiatives in Inclusion, 2018

Bangladesh



Sanjeeda Ruma: The course helped me improve my self – confidence and decrease my nervousness. It taught me how to make a presentation and also taught me patience. After this course I will be able to train others and it will help me to spread Inclusive Education.

Mongolia



Bathchimeg Altanbayar: From this course I have increased my knowledge on disability, how to cater to various disabilities and also about inclusion. I understand the importance of knowledge and awareness to bring about inclusion in society



Oyunchimeg Bat: I have received so much information that it has totally changed my view about disability. I have learnt more about how to make an inclusive class and use different strategies to teach a child with disability (CWD).



Choijljav Otgontsetseg: I gained a lot of personal confidence to easily handle every situation. I have learnt many things about disability and will share this with my country. I am a medical student but I didn't have much knowledge about disability, then I joined my organization and learnt about disability, now I feel I have a responsibility to do something for the PWDs. Thank you so much every one for helping me

Republic of Maldives



Hawwa Majidha: Spending three months with friends from different cultures I have learnt to adapt with people with different points of views. During this course I have become more confident to deliver my ideas and have improved my presentation skills as well. From this course, I have learnt more about inclusion and disabilities. I have seen how empowered People with Disabilities (PWD) can become if they get the right opportunities. I have gained knowledge on the Child to Child Approach and Disability Etiquette, which will be very useful in my field work. This course is really rich in knowledge in the field of disability. I have gained knowledge that can be implemented in my community work.

Nepal



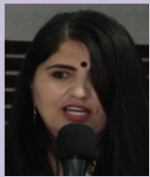
Sabitri Karki: This course helped me to increase my personal as well as professional skills. It helped to improve my leadership quality as well as my English fluency. This course has increased my motivation to do better for the inclusion of children with disabilities. I was unaware of disabilities and did not know much about Inclusion. Now I have a clear concept on both and have

broadened my way of thinking on inclusion and disabilities. This course is a very good programme for Inclusion, a full package on inclusion and inclusive education.

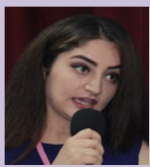


Sarita: I gained a lot of knowledge about inclusion, I was a very shy person but after joining this course I became friendly and confident. I learnt to be inclusive, gained knowledge about inclusive education in my rural area.

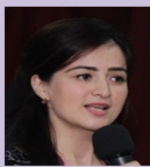
Tajikistan



Sayora Mirmastova: I had learnt a lot about inclusive education and the philosophy of inclusion before coming here. I thought it was not possible in my country but now I think it would be possible with small resources if there is a desire to do it. I made many new good friends during the course. We learnt more from each other. Since I am the mother of a special child and other participants and teachers were also parents of special children we could share experience of life. I want to say that before I came here I thought I knew a lot about disability. But when I came here I saw everything with my own eyes. Now I want to say thank you, I had such an opportunity to feel that 'I am not the only one'.



Takhmina: Before joining the course my English language was not good, now I have improved my language. I got more information about disability and how to deal with it. I got more confidence speaking in class. I have also received sufficient knowledge about inclusion and am sure that I can change a lot in my organization.



Asliya: On this course, I have improved my professional skills on how to make schools and organizations inclusive.

Tibetan Community in Exile



Samten: My attitude changed towards People with Disabilities (PWD) and gave me knowledge about the policies and activities of the disabled in India. I have seen opportunities to develop skills in PWDs in our country.

India - Mumbai



Mubina Kazi: I have gained confidence and understood Inclusion and Inclusive Education and ability and disability. I also learnt how to empower parents of people with disability. I have learnt that with working on the strengths of children with disability we can develop their ability.



Sherlyn: On a personal level I have improved my confidence and have overcome my fears and nervousness. I got to socialize with different people from different countries. My professional learning from this course has been that I have learnt more about Inclusion and Inclusive Education and how Children with disability/People with disability can be included in mainstream

schools and places of work.



Hemangi Pisat: As a Teacher I am more confident and can conduct and arrange dance workshops for children and adults with disabilities. Before joining this course I didn't know about inclusion but now I am clear.

India - Nagaland



Ashe Kiba: Through this course I have rediscovered my thoughts. It also improved my inter personal skills. My thoughts were always about special schools but through this I have learned about the importance of Inclusive Education. My perspective on disability has changed.



Vikengunu Kera: By visiting the Skill Development Centre I learnt a lot about the abilities of a person with disability, their inclusion and participation etc. This course really helped me to understand the concept of disability and the importance of inclusion. The learning I gained in this course will help me in my field.

India - Sikkim



Sarasoti: I feel more socially aware about injustice. I met amazing people here on the course. I met children with severe disability who are doing well academically. Because of continuous interaction with people from different region with different thoughts, my communication skills developed. I feel more confident, it has moulded my way of thinking. Personally, I have learnt to be kind & patient and accept people with their differences. All of us have drawbacks and barriers. Professionally, this is the best course for a teacher. I learnt more here than I would expect from a regular teacher training course. Thank you for everything. This course has been a turning point in my life. I think more inclusively now which would not be possible without this course. Thank you.

COMMUNITY INITIATIVES IN INCLUSION (CII) 2018

HIGHLIGHTS

Background:

The sixteenth Community Initiatives in Inclusion course commenced on 8th January 2018. The course has been conceptualized by Dr. Mithu Alur Founder Chairperson, ADAPT (formerly The Spastics Society of India) and Course Director, CII, with initial support from the Institute for Global Health (IGH). It is sponsored by ADAPT and The Womens' Council, UK and aims to train Master Trainers to run, plan, and train others to run community disability services within an inclusive framework. The course began in the year 2001 at the local level, expanded to the National level in 2002 and from 2003 onwards has included participants from the Asia Pacific Region.

The course content includes modules on Disability, Policy, Inclusion and Community. It is conducted in two phases. The first fourteen weeks consist of taught sessions, practical and field work in Mumbai. At the end of first phase the participants submit a Culture and Context specific project developed under the guidance of Dr.Mithu Alur on spreading Inclusion in their respective countries. The last three months is the implementation phase in the participants' own places of work. The course faculty comprises of Dr. Alur, her team and professionals from allied fields (attached as Annexure I). Dr Frances Moore, Honorary Technical Advisor, Women's Council U.K and Mr. Richard Reiser, U.K., have been our international experts on the course this year.

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

August 2017 to Jan 2018

The Course was advertised and the Admission Process was set into motion:

- National and NGOs in the Asia Pacific Region were networked with to refer participants for the course. Announcement letters were sent to all past participants of the course and participating NGOs of all Asia Pacific countries.
- A net search was done for the Non-Government and other organisations in the Asia Pacific Countries and letters, brochures with applications forms were emailed to all.
- Applications received were reviewed by the ADAPT team and email communication was maintained to allot Skype interview timings.
- A series of Skype interviews were conducted to select the participants.
- Selection letters with payment details were sent to all selected participants
- ✓ On receiving the course fee in ADAPT's bank account, the tickets were booked and the itinerary shared with the participants.

- ✓ Transport was organized to pick up every participant from the airport and bring them to the ADAPT conference center.
 - ✓ The FRRO formalities were compiled with and all foreign students were registered online within 24 hours of their arrival into the country. The participants also visited the FRRO office with the passports for verification
- **Drop outs:** After the first month of the course, this year two participants dropped out due to family medical reasons.
- ✓ Mrs. Naheed from Bangladesh had to drop out as her sister in-law was very ill and admitted in the hospital.
 - ✓ From Mumbai, participant Mr. Milan Zaveri's wife was admitted to the hospital and he needed to be with her.

January to April 2018

Inauguration

The sixteenth CII course was formally inaugurated on Friday, 12th January 2018. The lamp was lit by Dr. Mithu Alur, Founder Chairperson & Course Director, CII, Dr. Ketna Mehta, Founder, Nina Foundation, Swami Mounananda, Advisor, Skills Development Centre & Faculty, CII, Mr. Arup Patnaik, Former Police Commissioner, Mrs. Varsha Hooja, CEO, ADAPT & Course Tutor, CII, Mrs. Rekha Vijayakar, Senior Director, School Services, Pedagogy, ADAPT, Ms. Suneeta Rao, vocal artist and Ms. Sangeeta Jagtiani Vaswani, Consultant Pedagogy and Training.



CII 2018 being inaugurated by Ms Ketna Mehta, founder of Nina Foundation with Ms Sunita Rao, Mr Arun Patnayak, Mrs Vijaykar, Mrs. Jagtiani Vaswani and Dr Alur.

This year we began the course with nineteen participants from seven countries. Of these, six participants were from India (two from Nagaland, one from Sikkim and four from Mumbai), two from Bangladesh, three from Mongolia, three from Tajikistan, two from Nepal, one from Maldives and one from the Tibetan Community in Government in Exile. The Republic of Maldives was the 20th country joining in this year for the first time. The participants were from various professional backgrounds. We had therapists, educators, social workers, activist, volunteers, researchers and parents of people with disabilities. Of the nineteen participants, two were participants with disabilities. However, after the first month, two participants dropped out of the course due to family issues. The course then continued with seventeen participants.

This is the first time, that a participant, Asliya from Tajikistan attended the course with her son Aliamin who has cerebral palsy. Aliamin attended the services at ADAPT Bandra while Asliya attended the CII classes. By the end of the course not only was Asliya empowered, but

Aliamin also benefitted and he is now able to walk with the help of a walker and has become more social by interacting with his peers (Annexure 3 Personal Note from Asliya).

The course began on the 8th of January 2018. This year sessions were scheduled from 9.00a.m. to 4.00 p.m. from Monday to Friday, however to be able to complete the course content a few Saturdays were also included.

Some of the participants needed sessions in English to upgrade their skills. Swami Mounananda began English speaking classes from the first month to enable the participants to learn the language. The curriculum was delivered through Interactive Teaching strategies that included:

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



Participants in session with Ms. Malini Chib

The participants learnt through observation and interaction with the children/young adult with disabilities. These interactions helped to supplement classroom learning.

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

1. **Understanding and Enabling a Child's Unique Development** by Mrs Usha Ramakrishnan, Consultant Emotional Intelligence and Emotional Wellness, Chennai, India
2. **Child to Child** by Dr. Sonal Zaveri, Independent Consultant, Vice President, Community of Evaluators South Asia, Coordinator, GENSA - Gender and Equity Network CoE South Asia, International Adviser, Child-to-Child Trust, UK
3. **Community Based Rehabilitation (CBR)** by Dr. Sonal Zaveri, Independent Consultant, Vice President, Community of Evaluators South Asia, Coordinator, GENSA - Gender and Equity Network CoE South Asia, International Adviser, Child-to-Child Trust, UK
4. **Perspectives on Inclusive Education for Children with Disabilities** by Richard Reiser, Managing Director, World of Inclusion Ltd and Consultant Inclusive Education and Disability Equality, U.K.
5. **Public Speaking and Presentation skills** by Swami Mounananda, Consultant. Skills Development Center and faculty CII, ADAPT, Mumbai
6. **Train the Trainer** by Dr Sharmila Donde, Director- Community Development and Training, Neurology Foundation.
7. **Teaching aids and Puppet making** by Katta Babu Mobile Creche, Mumbai

8. **Creative art and painting** by Mrs Sunita Malcotia and Mrs Jyoti Badson, ADAPT, Mumbai

Module I: Disability

This covered types of disability and their manifestations, assessments and identifications and interventions. To have a better understanding of the subject matter, the participants visited schools (special and mainstream) and vocational training centers providing services to children and adults with various disabilities. The list of centers 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
- Drishti Learning Centre for Learning disabilities
- National Association for the Blind
- Lotus Eye Hospital for low vision
- Centre for the Education of the Deaf
- Dilkush Special School for Intellectual Impairments



Attending a seminar on NeuroRehab at Powai

Module II: Inclusive Education

The module on inclusive education included a number of sessions on its Key Principles, the process and steps to inclusion and its advantages and drawbacks. The participants grouped to solve cases of PWDs who had to be included in different situations using the key Principles of Inclusion.

The participants were exposed to the Culturally Appropriate Policy and Practice (CAPP) Research material to enable them to facilitate inclusion in their respective countries.

This is instructional material outlining the 'How To' of Inclusion created at the National and Asian Resource Centre for inclusion by Dr. Mithu Alur and International partners.

Sessions on teaching strategies included classroom tips on teaching children with all disabilities within a mainstream class.

Classroom observation of teaching strategies being used by teachers at ADAPT supplemented this. A Case study approach was adopted where in participants were involved



Dr Alur in session on 'What is Policy' with the participants.

in developing Individual Educational Plans in groups and present the same. Similarly all topics introduced involved participants to solve cases in groups to enable them to be able to attend to similar situations encountered at work in their respective countries.

Workshop on Child-to-Child Approach

Based on the feedback received from the CII 2017 participants, the duration of this workshop was increased by a day this year. Dr. Sonal Zaveri conducted a three day workshop on the Child to Child Programme. The principles of the Child-to-Child Approach were shared with the students, namely, participation, child rights, child protection and active learning. This was done 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 explained and tested with children at the Bandra Centre. This helped the participants to understand that children can express and 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.



Participants interacting with children from the Bandra

Workshop on Understanding a Child's Unique Development:

This was conducted from 12th to 14th March 2018 by Mrs. Usha Ramakrishnan, Consultant Emotional Intelligence and Emotional Wellness for Parenting, Teaching, Management and Leadership. The focus was on Introducing the Inclusive “*Learning through Play in my Own Way*” A birth to 6 years calendar. The workshop also explained how to carry out integrated functional holistic assessments with the oval and quadrant and enabling potential using Multiple Intelligences.



Mrs Usha Ramakrishnan conducting the workshop on early interventions through the calendar ‘Lets play’

Mrs. Ramakrishnan explained about early brain development and introduced the use of Oval and Quadrant processes to draw up a holistic profile of the child. She also introduced the concept of Multiple Intelligences and had the participants use these to teach.

Perspectives on Inclusive Education for Children with Disabilities:

This five day workshop was conducted by Mr. Richard Reiser, UK. The module was based on 'An understanding of disability Human Rights under the UN Convention on Rights of Person with Disabilities'.

The topics covered were:

- Human Rights and UNCRPD act United Nation Convention on Rights of Person with Disability.
- How to use the UNCRPD to bring about Change,
- Developing Inclusive Schools and Indicators of Inclusive Practice.
- Role of Media



Mr Richard Reiser in session international policies on 'Inclusive Education' with the participants

The workshop aimed to familiarize the participants with the Human Rights Framework and its application to inclusion. The participants were given information on:

- Human Rights,
- Disability Rights,
- The UNCRPD,
- Changing thinking on Disability,
- Interaction with Other Rights,
- Sustainable Development Goals,
- Links to Disability,
- Campaign to Fight for Human Rights.

The participants for the workshop included officials from the government's Sarva Shiksha Abhiyan (SSA) Programme, other NGOs, internal and external faculty at ADAPT and 18 CII participants, 58 people participated in the workshop.

Services for adults with disabilities

Services for adults with disabilities were shared through visits to our Skills Development Centre.

A session on experiencing disability was conducted where in one participant was made to experience and one became the volunteer. At the end of the session, they shared their feelings and thoughts and all agreed that this activity changed the way they looked at disability..

Support needs to be extended to parents, siblings and families as well. Faculty members were briefed to include adults with disabilities. Sessions on counseling and psychological inputs included social issues faced by adults with disabilities and their families, bringing in the need for the creation of Parents Support Groups.

The participants were exposed to the concept of Inclusive Employment and issues related to it. Dr. Alur's policy of selective placement and selective training was also shared. Mrs. Hooja and Sujata Varma had earlier conducted sessions on the formation of Disabled Peoples Organisation (DPO). Dr Alur emphasized the need and importance of creating Parent Support Groups and Disabled Peoples Organizations (DPO).

Indian and International films on disability were screened for the participants.

Module III:Community

Workshop on Community Based Rehabilitation (CBR)

This year, the duration of this workshop too was increased to seven days including a Saturday. This workshop was conducted by Dr Sonal Zaveri. The planning and implementation of CBR programmes were discussed and this included the stakeholder analysis, identifying the needs of children, organizing community groups, training families and community to support the CBR model and advocate with 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, now renamed as Community Based Inclusive Development (CBID) were presented through discussion, games, exercises and reflection.



DrSonalZaveri, an interactive session on CBR

Teaching Aids and Puppet Making Workshop

To expose the participants to ways of conserving resources and making the use of waste which is essential while working at the community level, Mr. Katta Babu from the Mobile Crèche conducted a two day workshop on making of teaching aids including puppets out of waste material. It was a session that the participants enjoyed as these skills would help them teach in a creative manner.



Making creative teaching aids – best out of waste.

Workshop on Train the Trainer(TOT)

This being a Master Trainer's course, TOT is an important component. This workshop was initially conducted by Mr Essam and after his sad demise, it was taken over by Dr Sharmila Donde former Deputy Director of the course who had shadowed him during his sessions. Master Trainers need good presentation, planning and communication skills. A two day workshop on 'Training of Trainers and Interactive Communication' skills was planned keeping this in mind.



Train the Trainer Workshop - Participants interact with DrSharmilaDonde

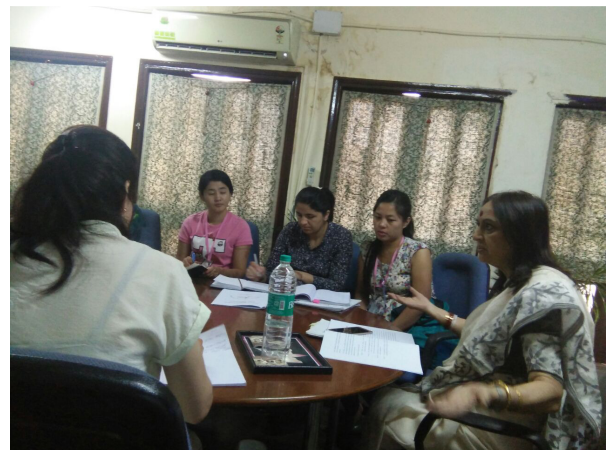
Interactive participatory activities covered adult learning, learning styles, teaching learning methods and how these can be used to transfer knowledge, skills and attitude. They were then taken through the process of setting a BIG aim and SMART objectives. The groups worked on the strategies and activities to achieve their objectives and presented one of the activities.

Policy

In this module, Dr Alur focused on the Formulation and Implementation of policy. She shared her personal experiences of working at the Policy level and explained the reasons of policy failure. Through her research, Dr. Alur addressed the systemic failure in the country and the lack of implementation of policy. The importance of the Top Down Bottom Up approach was explained and she encouraged the participants to identify the problem, analyse the barriers and have strong advocacy groups to help bring about the change. She emphasised the role of Parents as a new cadre of resources and the involvement of the community.

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

The process of these projects began with Dr Alur guiding the participants to identify the objectives at the three levels i.e. Individual level, Community level and the Policy level. They were given a guideline to formulate their action plans which had to have achievable numbers as an outcome. This was mainly introduced to instill accountability. After brain storming sessions with Mrs. Hooja and Mrs. Sangeeta Jagtiani Vaswani, they presented their action plans to Dr. Alur who reviewed and refined them. Mrs. Deepshikha Mathur guided the participants in designing their Pre and Post questionnaires, while Ms. Arundhati Bose Verma, Dr. Maneeta Sawhney, Ms. Priyanka Iyer, Ms. Amena Latif, Mrs. Shobha Sachdev edited the project documents.



Dr Alur guiding the participants on their projects

A new dimension was added to the projects this year. As a part of the source of evaluation of their action plans from the participants Dr Alur introduced the Follow up plans. All participants are now expected to develop follow up plans for their target group since it may not be possible to achieve their objective with one workshop/training and may need follow up plan to ensure that the training that they impart bring results.

Dr. Moore suggested that the future plans be replaced by a vision for five years. This change was also implemented.

Project Presentations:

As every year Swami Mounananda, Project Advisor to the course and a veteran theatre personality worked with each participant on their English language skills and presentation skills focusing on their spoken language skills, voice modulation, and body language. This year too Babaji as we all call him began conducting sessions from the month of January. January and February were focused on the language skills while from the month of March onwards the presentations skills were worked on. He spent hours sharing his experiences, encouraging and motivating them before their final presentations.



Participants rehearsing their final presentations with Babaji to attain perfection!

Presentation of Action Plans

The participants made their final presentations of their Action Plans to a panel of esteemed judges on the 12th of April

- Dr. Pratibha Jolly, *Principal, Miranda House, New Delhi*
- Dr. Frances Moore, *Honorary Technical Advisor, The Women's Council, UK*
- Mrs. Astrid Beseler, *Founder, Audrey Jacob Foundation, Switzerland*
- Ms. Youdon Aukatsang, *Director, Empowering the Vision, New Delhi*
- Mrs. Rekha Vijayakar, *Senior Director, School Operation, Training & Pedagogy, ADAPT*



Our esteemed panel of Judges for the final presentations- from left to right – Mrs. Rekha Vijaykar, Ms Astrid Beseler, Ms Youdon Aukatsang, Dr Frances Moore and Dr Pratibha Jolly

The judges were particularly impressed by the participant's action plans which they felt were more strategic this year and the confidence with which they made the presentations. (Comments are attached as Annexure 2).

Valedictory Function:

Dr. Pratibha Jolly, Mrs. Astrid Beseler and Ms. Youdon Aukatsang were the Chief Guests at the Valedictory Programme on the 12th of April 2018. Dr Alur began by welcoming the Chief Guests and other dignitaries. This was followed by Ms Jagtiani Vaswani giving an over view of the course through an Audio Visual. Participants from four countries: Tajikistan, Nepal, India (Nagaland) and the Tibetan Community in Exile presented the synopsis of their gap analysis and action plans at the Valedictory Programme.

Dr. Moore and Dr. Alur along with all the Chief Guests awarded the participants their certificates of attendance for the first phase of the CII course and their admission to the National and Asian Alliance for Inclusion. The National and Asian Alliance for Inclusion is a



Awards Ceremony and Cultural Programme at the Valedictory Event

body set up by Dr. Mithu Alur which assures them of future linkages in training programmes by ADAPT in their countries and any other guidance that they may need in future.

Asliya's son Aliamin was also awarded his certificate of appreciation. The judges shared their opinions about the quality of the presentations and the work of the participants. The programme ended with a multicultural programme that included a local song from Nagaland, demonstration of Yoga participant from Mongolia and the Yoga teacher Anuj and a classical dance by Hemangi the participant from Mumbai. The day ended with a foot tapping group dance on a Bollywood song by the participants and a motivational song 'We shall overcome' in which all joined in.

Reporting:

A uniform format for the three month action plan report that was introduced last year was edited based on the reports received from the 2017 batch. Feedback from the Heads of the participants organizations where the action plans are being implemented was made compulsory. The questionnaires have been emailed to the participating organizations as well. It was also clarified that until every participant's report was not received, the final course completion certificates would not be issued.

This year follow up plans have been added into their reporting formats. All participants have been given the format (soft and hard copies), to maintain uniformity of reporting.

Evaluation of the course

The course evaluation conducted by Dr. Frances Moore reflected that all participants felt that the course had met their expectations. The objectives outlined for the course were discussed with the group and it was agreed that all the objectives had been met with



The participants mentioned that the course should include more practical work i.e. involvement with CDW/PWD. They also wanted to visit other inclusive schools in the city.

Leisure activities

Amidst their busy schedules of lectures, workshops, visits, films the participants saw the vibrant city of Mumbai and experienced its diversity. The group visited places of interest like the Elephanta Caves, Juhu Beach, the Bandstand, Carter Road, Mumbai Zoo etc. ADAPT organized a city tour for them on our Republic Day, for them to see the tri colour illuminations in the city.



Fun Time at CII beyond class hours

Some of the participants visited other places like Goa, Dharamshala etc on long weekends during the course.

Shopping was a much preferred activity, resulting in some of the participant's luggage being overweight before travel back to their countries.

Ms. Leena Gomes, the hostel warden and her family along with Mr BijoyThapa and other staff who live at the Conference Centre on the premises gave the participants the comfort of a

family, celebrating birthdays and other occasions. All the girls acknowledged the fact that they did not miss their homes in these three months.

Babaji spent time with Aliamin in the evening carrying out activities that promoted fine motor development and socialization.

A new activity introduced by Swami Mounananda this year was yoga sessions for the participants and some had become experts at the end of fourteen weeks



Babaji and Aliamin spending time together



Conclusion

The participants of CII 2018 were from varied fields and were a vibrant group. They were a younger group of professionals who were articulate in putting their point of view forward. They have been a questioning group and had clear knowledge about the status of disability and inclusion in their respective countries. A shift in self confidence of some of the participants was observed between the inauguration and valedictory functions. The rapport within the group increased as they began their work on their action plans. We saw them sharing and cooking recipes of their countries over dinners etc. During the 14 weeks of the course, they emerged as strong individuals who were empowered to bring about the change in their countries.

With this batch we have trained three hundred and eighty seven participants from twenty countries.

Meetings were held with partner organisations to develop the next phase of HUB/Satellite centers which are being established in Nepal, New Delhi and for the Community of Tibetans in exile. The Memorandum of Understanding (MOU) was signed and will now be shared with other countries like Tajikistan, Sri Lanka, Bangladesh and Mongolia to set up CII HUB Services in these countries as well.



Dr. Alur and Dr Moore and CII team discussing Satellite Centres and Hubs with our partners Mrs. Astrid Beseler, Founder Audrey Foundation; Mr. Suresh Kaphle, Sama Nepal; Ms. Youdon Aukatsang, Director, Empowering the Vision

We expect to receive all the action plan reports by September 2018. These will be shared with Dr. Alur and Dr. Moore for their comments and inputs. Post their feedback the course completion certificates will be emailed to all the participants and their organizations.

We take this opportunity to thank all the members of the Women's Council for their continuous support since 2003.

Annexure 1

External Faculty

Sr. No	Name	Designations
1.	Dr. Sonal Zaveri	Independent Consultant, Secretary, Community of Evaluators South Asia International Adviser, Child-to-Child Trust, UK
2.	Dr. Smita Desai	Director, Drashti Learning Center
3.	Dr. Sunita Shanbag	Professor, Department of Community Medicine, Seth G. S. Medical College and KEM Hospital, Mumbai
4.	Mrs. Kamini Lakhani	Director, Sai Connections
5.	Mrs. Amita Burde	Faculty, Center for Education of the Deaf
6.	Dr. Sudha Tambe	Faculty, Lotus Eye Hospital
7.	Mrs. Rachna Mishra	National Association for the Blind
8.	Mrs. Joshi	Assistant Director / Head of Department, National Association for the Blind
9.	Mr. Katta Babu	Faculty, Mobile Crèche
10.	Mr Richard Reiser	Managing Director World of Inclusion Ltd & Consultant, Inclusive Education and Disability Equality U.K.
11.	Ms Jo Manuel	
12.	Dr Sharmila Donde	Director, Community Development and Training, Neurology Foundation.
13.	Mrs Deepshikha Mathur	Freelance Teacher Education

Internal Faculty

Sr. No	Name	Designations
1.	Dr. Mithu Alur	Founder Chairperson, ADAPT & Course Director, CII
2.	Swami Mounananda	Project Advisor, CII and Advisor Skills Development Centre
3.	Ms. Malini Chib	CEO, ADAPT and Chairperson ARG (ADAPT's Rights Group)
4.	Mrs. Varsha Hooja	CEO, ADAPT & Course Tutor, CII
5.	Mrs. Ami Gumashta	Honorary Director Finance
6.	Mrs. Sangeeta J. Vaswani	Consultant - Pedagogy and Training
7.	Dr. Shabnam Rangwala	Director Community Services and Head, Therapy
8.	Mrs. Rekha Vijayakar	Senior Director, School Services & Pedagogy
9.	Mrs. Shobha Sachdev	Deputy Director Marketing
10.	Mrs. Manju Chatterji,	Director Colaba Centre
11.	Dr Ashutosh Sonawane	Head, Adult Rehabilitation Unit,
12.	Dr Maneeta Sawanhey	Research Consultant,
13.	Mrs Malka Tondon,	Deputy Director, SDC,
14.	Mrs Gulab Sayeed,	Deputy Director, Community Services
15.	Ms. Sujata Verma,	Project Head – Mita Nundy Community Centre
16.	Ms. Digamber ,	Social Worker
17.	Mrs. Pradhnya Patil,	Speech Therapist
18.	Dr Archana Jaidev	Director (Education and Assessment) Head of Psychology

Annexure 2

Judges Speak

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



Dear participants, I want to say that this is not goodbye. You are all a part of the journey and the journey has just begun and you are going to be partners. You have got some wonderful leaders who have spoken to you today about where the Hubs are going to be so it is going to be much more exciting for you.

I am worried about you, I am concerned about you so keep in touch with me because I know you are going towards a difficult task, a battle and it is going to be difficult for you. It is going to be a struggle but you are going to be able to do it, because of all things that have been mentioned, you have love in your hearts *you have compassion, you have courage* that is your ammunition.

A very famous philosopher called Cervantes said “He who loses wealth loses much; he who loses a friend loses more; but he that loses his courage loses all.”

So let courage be your ammunition for fighting the battle when you go forward. Don’t think about money go for service to Humanity. Be foot soldiers, stay on the ground, listen to the words of friends, parents, families and definitely to disabled people don’t move from them.

I will end with what Youdon shared, a quote from one of my gurus whom I have never met, his holiness The Dalai Lama. “**The planet does not need more successful people; the planet desperately needs more peace makers, healers, story tellers and lovers of all kind**”. Thank you All.

Chief Guest

1. Dr. Pratibha Jolly, Principal, Miranda House, New Delhi



It is a great learning experience for me. All the participants were equally good. It was a life transforming experience listening to what the participants have done and achieved through their projects. It was very professional; having the outcome at the end of the programme was remarkable. I come from very well-known Liberal Arts and Science College but my students don’t have the measurable outcomes in their presentations as the CII participants did. This would measure up to any global standard. Each of the presentations were different. We all have language challenge because English is not our first language but the presentation were very composed, the flow of language was overwhelming and it goes beyond any quantitative measure, so congratulations and wish you all great success and in carrying forward your action plans.

2. Ms. Astrid Beseler, Founder, Audrey Jacob Foundation, Switzerland



Hearty congratulations to all the participants. I am very much touched by each presentation and the work; the presentations had so much passion. I wish the participants continue to keep this passion all through their life, also I wish all the very best to all the participants in carrying ahead with your project works.

3. Ms. Youdon Aukatsang, Director, Empowering the Vision, New Delhi



It was a remarkable presentation by each participant and it was extremely challenging for the judges to assess you all. Each one has a unique story of all the identities that are carried within her. There is so much to be learnt. I learnt a lot more from each presentation. For the first time I learned about the Maldives, Tajikistan and Mongolia. Finally I thank all the participants for sharing their passions, emotions through the presentations. I also would like to thank the faculty for being instrumental and guiding the participant in preparing their presentations.

4. Mrs. Rekha Vijaykar, Senior Director, School Operations, Training and Pedagogy



It was a wonderful presentation. The participants gained so much confidence and courage and did very well. Each presentation was very informative and equally good done I know with the help and support of Babaji. I wish all the participants sparkle their talent while executing their action plans. Thank you.

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



These were marvelous presentations, truly high standard using a different language as you will be translating the projects in your own language. Congratulations because English is not your first language but the standard of the presentations, the interest of each participant was marvelous. I will be reporting back to Women's Council U.K., the good work and inputs that you have made through the three months course. We will continue to support ADAPT for the CII course 2019. So now your job is to go and interest people in your country for CII 2019. We would

like two participants each from ten different countries; this will be good for the Women's Council U.K. and for the spread of the Community Initiative in Inclusion Course through the Asia, Pacific Region.

Annexure 3:

A Mother Speaks: A Personal Note from Asliya



I would like to begin by thanking Dr. Mithu Alur, Founder Chairperson ADAPT, Dr. Frances More, Technical Advisor, Women's Council for allowing me to bring my son Aliamin, and our Programme Coordinator Mrs Sangeeta Jagtiani Vaswani and Mrs. Varsha Hooja, Trustee, CEO and Course Tutor CII, for presenting my case to them for this permission.

Aliamin, who is four years old became an adjunct participant of the CII 2018 course. Aliamin along with his twin brother Alinur was born four years ago and I experienced stress and deprivation at birth. He is definitely a gift from God. The birth of this lovely boy changed my life dramatically. At ADAPT we have experienced the phenomenon that even a experienced 80 year old Babajee (Swami Mounananda) learnt from his communication with a 4 years old. He has responded to the schooling and the therapy at ADAPT and this has been a boon for him.

During the fourteen weeks in India, Aliamin has improved his social, emotional and communicational skills as he attended the nursery classes at ADAPT and by communicating with all the CII participants and other people who approached him during our stay in Mumbai, India. I would like to mention that he had good English vocabulary before as he attended the Early Childhood Programme but he started to communicate and socialise in English only in India as he had a good English speaking environment around him. Besides this as his teacher Piyali mentioned he was not only good at English, but he also learnt Marathi the local language of Mumbai, which shows his good intelligence and comprehension skills. I would like to mention that it would not be possible without his



Aliamin with his therapist Miss Saman

teachers. I am very thankful and grateful to all his nursery teachers Piyali Mam, Mr. Milan, etc, who had put a great efforts for my child's development and understanding. My special thanks to Mrs Rekha Vijayakar for approaching my son very warmly every time and guiding the staff and colleagues.

Aliamin had therapy sessions as well with his therapists Ashutosh Sonawane and Miss Saman. He has improved in his walking with the support of his walker. He now walks with confidence in comparisons with earlier.

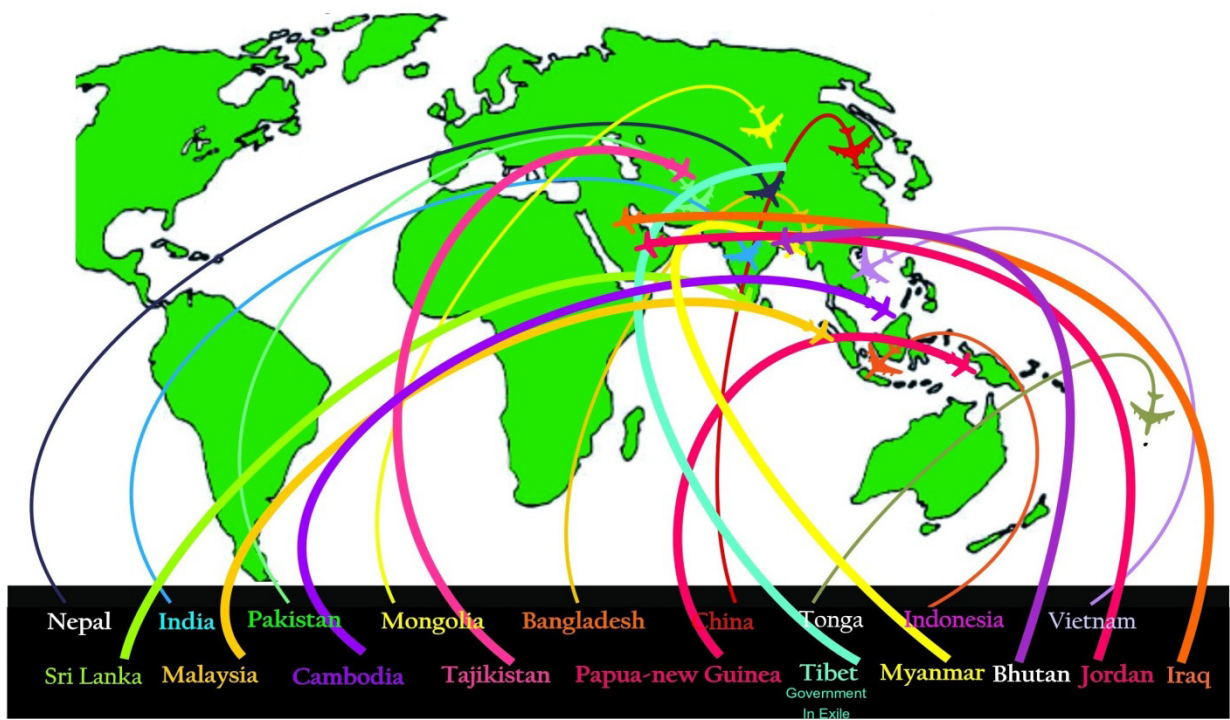
All the staff at ADAPT went out of their way to support me and Aliamin. Leena mam's mother looked after him when I attended class, Babaji played with him in the evenings and even taught him to make chappatis.



Aliamin in class with his teacher Ms. Pivali

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

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



ADAPT

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