

COMMUNITY INITIATIVES IN INCLUSION



ORGANIZED BY
ADAPT
(FORMERLY THE SPASTICS SOCIETY OF INDIA)



SPONSORED BY
THE WOMEN'S COUNCIL,
U.K.

Developed in 2001 with
CENTRE FOR INTERNATIONAL HEALTH & DEVELOPMENT, UK

REPORT APRIL 2019

AT THE INAUGURATION



*Ms. Sujata Verma, Ms. Tsuknungtula, Ms. Tsewang Chozom,
Dr. Soyolmaa Puntsag, Ms. BalKumari Giri, Ms. Halima Safarova,
Mrs. Khinzobegim Nurkhonova, Ms. Goma Niraula, Ms. Sana Mukadam,
Mrs. Pabitra Dhakal, Mrs. Laylo Nafasshoeva, Dr. Mithu Alur,
Mrs. Milam Jeong, Ms. Aishath Nahula, Ms. Gayatri Bisoi, Ms. Pema Yuden,
Ms. Tashi Yuden, Mrs. Varsha Hooja and Mrs. Lutfa Begum*

COMMUNITY INITIATIVES IN INCLUSION (CII) 2019

HIGHLIGHTS

Background

The eighteenth Community Initiatives in Inclusion course commenced on 7th January 2019 this year. The course has been conceptualized by Dr. Mithu Alur Founder Chairperson, ADAPT (formerly The Spastics Society of India) and Course Director, CII, with initial supported from Institute for Global Health (IGH). It is sponsored by ADAPT and The Women's' 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 and from 2003 onwards has included participants from the Asia Pacific Region.

The course content includes modules on Disability, Inclusion, Policy and Community, and 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 along with the action plan developed under the guidance of Dr. Mithu Alur on spreading Inclusion in their respective countries. The last three months of the Course is the implementation phase where the participants implement the action plans in their own communities and places of work. The course faculty comprises of Dr. Alur, her team and external professionals from allied fields (**Attached as Annexure III**). Dr. Frances Moore, Honorary Training Advisor, Women's' Council U.K., has been our international expert on the course.

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

July 2018 to January 2019

Our Admission Procedure:

- To network with National and NGOs in the Asia Pacific Region to depute 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 organizations in the Asia Pacific Countries working in the area of education, disability, health and inclusion and letters, brochures with applications forms were emailed to all.
- Applications received were reviewed by the ADAPT team and email communication was maintained with all.
- 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 fees, 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.
- This year, due to changes in the visa procedures, extensive coordination was needed with the Embassies in Bangladesh, Tonga and Tajikistan.
- The participants arrived at ADAPT in the first week of January and were received by Swami Mounananda and other staff members. Our participant from Tonga Ms. Satua Ngungutau was delayed due to visa issues and joined later. She missed the first four weeks of the course. Ms. Sujata Verma, Course Coordinator and Ms. Catherine Rolnu, Assistant, Training have held individual sessions to bring her up to date.
- The formalities of registration with the Foreigner Regional Registration Offices (FRRO) were completed.

Drop outs

- This year we had received two male participants' applications, Mr. Kezhaletto Zecho from Nagaland and Mr. Suhaib Ayaid Majid from Iraq. Both were selected. However, neither could attend as there was no scholarship available.
- The participant from Empowering the Vision, our partner organization, Lobsang Dolma, had to withdraw due to a family emergency. She was replaced with Ms. Tsewang.
- The same issue was faced by our partner in Nepal Sama Nepal and Mrs. Goma Nirula was deputed.
- In the first month of the course, the participant from South Korea had to drop out due to medical reasons. She had a minor stroke and the ADAPT team had to rush her to hospital and remained with her till her family arrived.

Cancelling and re - booking of the flight tickets

- India's private owned airline, Jet Airways, has been struggling with debt and operational losses. They cancelled flights and the tickets of nine participants were re-booked at an additional cost. This took constant coordination by the team.

January to April 2019

Inauguration

The course was formally inaugurated on Friday, 11th January 2019. The lamp was lit by Dr. Mithu Alur, *Founder Chairperson & Course Director, CII*, Swami Mounananda, *Advisor, Skills Development Centre & Faculty, CII*, Mrs. Varsha Hooja, *CEO, ADAPT & Head Pedagogy*, Major General Khurshed Balsara, *Principal Director*, Mrs. Rekha Vijayakar, *Senior Director, School Services, Pedagogy, ADAPT* and Ms. Sujata Verma, *Course Coordinator CII*.



The inauguration ceremony

We had sixteen participants from nine countries. The participants were from various professional backgrounds. We had educators, social workers, activist, volunteers, researchers and parents. Of the sixteen participants, two had disabilities and used wheelchairs and two were parents of persons with disabilities.

The course began on the 7th of January 2019. Sessions were scheduled from 9:00 a.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
- Films on disability
- Field trips
- Visits
- Projects

- Debates
- Focus Group Discussions
- Classroom Observations
- Interactive sessions with students and young adults
- Case Study



Participants in a session with Ms. Malini Chib

The participants observed and interacted with the children / young adults with disabilities. These interactions helped to supplement classroom learning.

The participants have been registered on the Knowledge Management Centre Portal created under the ADAPT Project with Oracle and Charities Aid Foundation (CAF). They now have access to digitalized in-house ADAPT publications in the form of documents, brochures, eBooks, powerpoints, articles that have been uploaded.

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, International Adviser, Child-to-Child Trust, U.K.*

3. **Community Based Rehabilitation (CBR)** by Dr. Shabnam Rangwala, *Director, Therapy*

4. **Public Speaking and Presentation Skills** by Swami Mounananda, *Consultant Skills Development Center and Faculty CII*

6. **Train the Trainer** by Mrs. Sangeeta Jagtiani Vaswani, *Consultant, Pedagogy and Training, ADAPT* and Ms. Sujata Verma, *CII Course Coordinator, ADAPT*

7. **Teaching aids and Puppet making** by Katta Babu, *Mobile Creche, Mumbai*

8. **Creative art and painting** by Mrs. Sunita Malcotia, *Head Administration, Bandra Centre, ADAPT* and Mrs. Jyoti Babu Badson, *Teacher, Bandra Centre, ADAPT*



Making creative teaching aids – best out of waste

Module I: Focus on Disability

This module covered types of disability and their manifestations, assessments and identifications and interventions. 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 included:

- 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
- Godrej Pre-Primary Inclusive School
- SAI Connection, a Centre for Autism

Module II: Focus on Inclusion

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 worked in groups to use the Key Principles of Inclusion in case studies.

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

The above was based on instructional material outlining of 'How to' of Inclusion created at the National and Asian Resource Centre for inclusion by Dr. Mithu Alur and International partners called CAPP (Culturally



An Inclusive Nursery

Appropriate Policy and Practice) which has been developed at three levels: Micro level of schools called 'The Whole School Approach', Mezzo level of Community called 'The Whole Community Approach' and Macro level called 'The Whole Policy Approach'.

Classroom observation of teaching strategies being used by teachers at ADAPT supplemented this. Participants were involved in developing Individual Educational Plans. 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

The principles of the Child-to-Child Approach were shared with the participants 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. These were tested with children at the Bandra Centre and 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 in their action plans.



Participants interacting with children from the Bandra Centre

Workshop on Understanding a Child's Unique Development

This was conducted from 27th to 29th March 2019 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, a parenting community resource. The workshop also explained how to 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 using the techniques of understanding child development holistically and sequentially through observation, discussion. She 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.

Services for adults with disabilities

Services for as 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 disability 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.

Ms. Sujata Verma and Ms. Catherine Rolnu conducted sessions on the formation of Disabled Peoples Organization (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: Focus on Community

Workshop on Community Based Rehabilitation (CBR)

This workshop was previously conducted by Dr. Sonal Zaveri however since she was unavailable it was undertaken by Dr. Shabnam Rangwala. 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



Dr. Shabnam Rangwala an interactive session on CBR

makers. The link of disability to poverty and vice versa helped students understand the vulnerability of people with disabilities and that solutions need to be holistic encompassing education, vocational training, livelihood, social capital building and empowerment. These concepts of CBR were presented through discussion, games, exercises and reflection.

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 and requested to be extended as these skills would help them teach in a creative manner.

Train the Trainer (TOT) Workshop

This being a Master Trainer's course, TOT is an important component. This workshop was initially conducted by Mr. Essam. After his demise, it was taken over by Dr. Sharmila Donde former Deputy Director of the course who had shadowed him during



Train the Trainer Workshop - Participants interact with Mrs. Sangeeta Jagtiani Vaswani and Ms. Sujata Verma

his sessions. This year Dr. Donde had to undergo surgery and Mrs. Sangeeta Jagtiani Vaswani and Ms.

Sujata Verma carried this out. 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.

Interactive participatory activities covered adult learning, learning styles, teaching learning methods and how these can be used to transfer knowledge, skills and attitude. The groups worked on the strategies and activities to achieve their objectives and presented one of the activities.

Case Study

As reported earlier, this year for the first time a new case study format was adopted.

Each participant was assigned a child and consent letters were obtained from the parents. The format for the report and the files of the children were shared by Dr. Shabnam Rangwala.

The participants have observed children with disabilities in class, therapy and during extra and co - curricular activities to prepare their case study reports. They also visited the homes, thus broadened their understanding about the child’s home environment, sibling relationships, neighbor’s attitude, and parent’s attitude towards the child.

Module IV: Focus on Policy

This entire module was conducted by Dr. Alur who met participants individually and guided them in preparing their three months Action Plans.

Dr. Alur began with explaining about the formulation and implementation of Policy and the reasons for 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 giving the strategy she had used as an example. She encouraged the participants to identify the problem, analyse the barriers and have strong advocacy groups to help bring about the change. She had encouraged to the CII participants to increase their knowledge with thinking and brainstorm about the policy and the situation of their own communities and countries.

She shared three questions that they needed to answer:

1. What is the situation in my country?
2. Which organization do I come from?
3. What will I do after finish the CII course?

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 communities & 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. The Action Plan needed to have measurable outcomes to instill accountability.

Their next task was to create the modules and pre and post questionnaires. After a series of brain storming sessions they presented their action plans and modules to Dr. Alur who reviewed them at the Individual, Community and Policy level. Ms. Sujata Verma and Ms. Catherine Rolnu, guided the participants in designing their Pre and Post questionnaires, while Mrs. Varsha Hooja, Mrs. Sangeeta Jagtiani Vaswani, Mrs. Arundhati Bose Verma, Dr. Maneeta Sawhney, Mrs. Reshma Tanna, Ms. Amena Latif, Dr. Shabnam Rangwala, Mrs. Shobha Sachdev proof read the projects. Swami Mounananda guided, supervised and trained the participants to present these at the end of the Course.

A new dimension was added to the projects last year. As a part of the source of evaluation of their action plans, Dr. Alur asked participants to develop a five- year vision for their target groups since it may not be possible to achieve their objectives with one workshop/training and may need follow up to ensure that the training that they impart bring results.

Dr. Frances Moore met all the participants and shared The Women's Council views. She mentioned the fundraising activities undertaken by The Women's Council and encouraged them to look into this aspect as well.



Evaluation session with Dr. Frances Moore

Mrs. Rachel Tainsh, *Associate Training Advisor, The Women's Council, U.K.*, conducted a workshop on Building Trust and Connection with Families. She shared her experiences of community work and discussed behavioural / cognitive problems, impact of trauma and emphasised family strengths. The workshop was very well received. This was Mrs. Tainsh's first visit and we hope she will conduct more workshops next year.



Mrs. Tainsh and Dr. Moore with faculty and participants

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 2018 batch. Feedback from the Heads of the participants organization shared that the Action Plans are being implemented. 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.

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

This year participants had been given the feedback form after each module and changes were done accordingly. The course evaluation conducted by Dr. Moore reflected that all participants felt that the course had met their expectations and the objectives outlined. The participants mentioned that the case study gave them an opportunity to have practical experience of disability and family situations and challenges do they face and how they cope with these challenges. In addition to this, visits of different specific centers and schools provided them more knowledge and information about disability and inclusion, barriers and solutions of the inclusion. The participants also mentioned that the course should include more practical work.

Action Plan 2018 Follow up

The three- month Action Plans were delayed and an extension was asked for by many of the participants. Despite this and constant reminders, two participants have still to submit. This area has needed a lot of follow up by the Team.

Project Presentations

As every year Swami Mounananda, faculty and 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. Babaji, as we all call him began conducting sessions from the month of January. January and February were focused on language skills while the month of March focused on presentations skills. He spent hours sharing his experiences, encouraging and motivating them before their final presentations.

Presentation of Action Plans

The participants made their final presentations of their project along with the Action Plans to an esteemed and experienced Assessment Panel on the 11th of April 2019. The panel consisted of:

- Dr. Frances Moore, *Honorary Training Advisor, The Women's Council, U.K.*
- Mrs. Rachel Tainsh, *Associate Training Advisor, The Women's Council, U.K.*
- Mrs. Astrid Beseler, *Founder, Audrey Jacob Foundation, Switzerland*
- Mrs. Meher Pestonji, *Writer & Activist*
- Mrs. Rekha Vijayakar, *Senior Director, School Operation, Training & Pedagogy, ADAPT*



Mrs. Astrid Beseler, Dr. Frances Moore, Mrs. Rachel Tainsh, Mrs. Meher Pestonji and Mrs. Rekha Vijayakar

The assessment panel was particularly impressed by the participant's Action Plans and the confidence with which they made the presentations. **(Comments are attached as Annexure II).**

Valedictory Function

Mrs. Astrid Beseler and Mrs. Rachel Tainsh were the Guests of Honour at the Valedictory Programme on the 12th of April 2019. Dr. Alur welcomed the Guests and other dignitaries shared her philosophy and ideology of inclusion. This was followed by a message from Mrs. Pat Yaxley, Chairperson, Women's Council, U.K. read by Dr. Frances Moore. Mrs. Jagtiani Vaswani gave an over view of the course with an Audio-Visual presentation entitled 'Our Journey'. A representation each of the countries presented the synopsis of their gap analysis and action plans and the alumni of CII 2018 shared their experiences.



Ms. Chib and Mrs. Tainsh light the lamp

The faculty and assessment panel shared their opinions on the quality of the presentations and the work of the participants. Ms Malini Chib shared her views on Social Model of Disability and encouraged the participants to remember this after the course too. Everyone congratulated the participants on completing the first phase of the course and motivated them to complete their second phase of the course.



Awards Ceremony and Culture Programme at the Valedictory Event

Dr. Moore and Dr. Alur along with the Guests of Honors Mrs. Astrid Beseler and Mrs. Rachel Tainsh awarded the participants their certificates of attendance for the first phase of the CII 2019 course and their identity cards to the National and Asian Alliance for Inclusion. This is a body set up by Dr. Mithu Alur which assures them of future linkages and support in training programmes by ADAPT in their countries and any other guidance that they may need in future.



A multicultural programme was presented by the participants and included a Tajik folk dance by Halima from Tajikistan with Gaytri from India and an inclusive dance on a Nepali folk song by Balkumari and Goma from Nepal and Tsewang from the Tibetan Government in Exile. A group song was presented, which was led by Ms. Satua from Tonga and Ms. Atula from Nagaland

titled 'Five Hundred Miles'.

Yoga has been an attraction for all and this was demonstrated by participants from Mongolia, Tajikstan and Bhutan with the Yoga teacher Mr. Anuj Sharma.

The function ended with a song that talks about unity, peace and equality. 'Heal the World' which everyone joined in. Mrs. Varsha Hooja gave the Vote of Thanks.



Extra and Co-Curricular Activities

The participants have, as always, been a part of all events and co - curricular activities at ADAPT. On 21st January 2019, they participated in The Standard Chartered Mumbai Marathon's Champions with Disability Race. ADAPTs Annual Show was held at St. Andrew's Auditorium Bandra, on Friday, 8th March 2019 and the participants interacted with all the invitees. They also participated in our Annual Sports Day and Inclusive Mela (Fair). This was the first time that the CII has actively participated in the fair. They set up independent game stalls such as a Horror House, a Tarot Card Reading Stall and a Tattoo Painting Stall. The participants were divided into different groups, given responsibilities and they actively raised funds through these stalls. This helped them to experience organizing fund- raising events and experience community involvement and inclusion.

Visit of Mrs. Rosina Dhala

Mrs. Rosina Dhala, The Women's Council U.K., and Ms. Natalia Cerqueira Accordionist, visited ADAPT.

A musical evening was held on 16th March 2019 by Ms. Natalia Cerquera, at the Courtyard, ADAPT Colaba. The show was enjoyed by the well wishers, donors, staff and participants of the CII many who joined Natalia on stage. Mrs. Dhala also met the participants and discussed the course with them.



She also spent some leisure time including a visit to the Beach with the participants. This was the first time Bal Kumari who uses a wheelchair had visited a beach and it was a memorable occasion for her.

Leisure activities

Amidst their busy schedules of lectures, workshops, visits, films the participants also had the opportunity to explore the vibrant city of Mumbai and experienced its diversity. The group visited places of interest like the Elephanta Caves, Juhu Beach, the Bandstand, Essel world etc. ADAPT organized a city tour for them on our Republic Day, for them to see the tri coloured illuminations in the city.

Some of the participants travelled to Goa, Delhi etc. on weekends. They were guided and monitored by the team.

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



In the evening carrying out activities that promoted fine motor development & socialization.

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, provided the comfort of an extended family

Conclusion

The participants of CII 2019 came from varied fields and were a vibrant group. They were a younger group of professionals who were clear with their thought process and would put 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 change in their countries.

We expect to receive all the action plan reports by October 2019. 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.

It has been a glorious journey with four hundred and four participants having been trained from twenty countries and we take this opportunity to thank all the members of the Women's Council for their continuous support since 2003.

ANNEXURE I

PARTICIPANTS SPEAK...

Community Initiatives in Inclusion, 2019



I had a fun and fruitful journey throughout the 14 weeks of CII-2019 course at ADAPT. This course has broadened my knowledge of disability and importance of inclusion. Not only inclusion and disability, also I got friends from different countries and got to know a lot about their countries traditions and culture. In addition to this, I have improved my writing skills and presentation skills. I would like to express my thankfulness to Dr. Mithu Alur, Dr. Frances Moore and The Women's Council and ADAPT for giving me the opportunity to take part in this course. From waking up at early in the morning at 3:00 for marathon and staying late until 11:30 to complete the project work, this 14 week course is a memorable and remarkable days in my life.

Aishath Nahula, Maldives



Being with ADAPT for three and half months was very wonderful. I have attended several trainings on disabilities for a short duration in different countries, but this is my first time for three and half months to learn about disability and inclusion. As a social worker, I work with people with disabilities and their family back in my country. This experience enhanced my knowledge and information on disabilities and their families. I gained lot of knowledge from presentations, field visits, observation, through practical, reading ADAPT resources and by doing case study.

Pema Yuden, Bhutan



Staying 13 weeks away from my family and friends of my country was worth it for me. I have learned a lot more than I expected. It was hard for me in the beginning to adapt in a new place and new people but now I feel like it will be hard for me to leave this place and separate from my friends. Meeting with 15 participants from 9 different countries was an amazing experience for me. I have learned different cultures and traditions of my classmates. Although I am working in disability area, my knowledge was blank which leads me to go dumb while talking about disability issues. From now onwards I will not remain silent for sure as through all lectures I learnt a lot. All faculty is superb, who are ready to help us in any problem at any time. We were given opportunities to participate in different activities at ADAPT, which helped me to open up in public and built my self-confidence, because of which now onwards I will never shake my head when I am given chance to speak.

Tashi Yuden, Bhutan



It has been an amazing learning journey here at ADAPT for the last 14 weeks. Everyone here is very welcoming. Most importantly, I like the fact that our learning is not only restricted to books and classroom but also includes many field visits. The sessions on Social Model of disability and disability etiquette were an eye opener. I have also learned quite a lot from my fellow participants who are from different countries and also some of them are persons with disability. As a person, I would like to believe I have become more open minded and confident. Being a woman, it's is very inspiring to see many women staff who are very kind and hardworking.

Tsewang Chozom, Tibetan Government in Exile (Ladakh)



I have been in India first time. This visit is unforgettable in my life. I studied in ADAPT and completed first phase of CII course in Mumbai, India. I learned about disability their types, early intervention of disabilities of children in detail. I'm a doctor; I have much knowledge in the field of children with disability. We have visited many organizations providing specific services for children with different disabilities. I also learned about special education and inclusive education. I read and understood situation of disability in my community. I was used to use medical model, but now it has changed, I choose to use social model of disability. We also have theoretical knowledge of what is policy and how we define the problem and plan to change and implement the policies to support people with disabilities. I also appreciate my yoga class, which supports my health. Will continue this yoga when I will be back.

Dr. Soyolma, Mongolia



During the 14 weeks CII course I have gained experiences in disability area. This is my first time to learn about disability, to have theoretical and practical experiences. I have an opportunity to meet and make friends from different countries. I have learned from visits of some schools and centers, which work in specific areas, case study, presentations and participate in ADAPT's activities. I have learned yoga and it helped me every day.

Maria Nurkhonova, Tajikistan



I had heard a lot about the CII course. For me, this training was vital and I am very glad that it met my expectations, because I received extensive knowledge about disability. CII course provide me the rich experience of disability at ADAPT. I was surprised by the knowledge and potential that children of ADAPT have here in the center. I have seen a girl with cerebral palsy explain and expresses her thoughts with her foot through the tablet. I got a good experience on how to conduct a case study of a child in a team, when we were assigned a child and we comprehensively collected information. With this case study, I also had the opportunity to get acquainted with my case study child. Thanks for the course, I had the opportunity to study the real inclusion in the elementary school in Mumbai, which works closely with ADAPT. This knowledge was very helpful, which I will apply in my future work.

Laylo Nafasshoeva, Tajikistan



The CII 2019 course gave me lots of experiences and practical knowledge. I have learnt not only from course modules, but also from visits of different centers and schools who work in the specific areas. Also, I liked participating in ADAPT events sports day, inclusion mela, musical show and have learnt from it. These 14 weeks gave me an opportunity to share and understand different cultures, which was new for me. We have learnt from each other about their respective countries.

Safarova Halima, Tajikistan



I am so glad to have joined the CII course. Before attending this course, I didn't have knowledge about inclusion, inclusive education and disability. I have learned a lot about inclusion and disability during the CII 2019 course. The workshop on multiple and emotional intelligence was very useful for me. The observations and visits of different centers and schools helped me to understand and learn inclusive education. Also, case study work was really helpful to gain practical knowledge. Now I have the knowledge and the confidence to spread inclusion in my country. Thank you ADAPT and The Women's Council U.K. for giving me opportunity to attend CII course.

Pabitra Dhakal, Nepal



In three & half months, the importance of family and the love of country I felt from the heart. I missed my family and my country so much. I have learnt many things from the CII 2019 course, but I feel that still I have to learn more to apply about disability and inclusion. The most important things that I have learnt are emotional intelligence and multiple intelligence, which are very useful for me, at my home as well as at my workplace. My academic knowledge is also enhanced. Another thing I have learnt during 14 weeks is how to deal with the different people in different situations. I am always grateful to ADAPT team, friends and all supporters for true love, help and care. This experience is a lifelong experience, which will always be unforgettable.

Goma Nirula, Nepal



It was immense pleasure for me to attend CII 2019 course, As I entered the world of disability, a new chapter of my life opened up - the curiosity and anticipation of what to expect was very high, both on this day and for the whole of the training. Lots of questions were swirling through my head on the first day, but after a short time it was clear to me and that helped me to learn better. The social and mental support I got from all the ADAPT members and my CII friends was very good. I got a lot of pleasure from field visits, lectures, puppet making and action planning. From the knowledge I got from this course, I feel more independent. I enjoyed a lot in water in Juhu Beach and I got chance to experiencing the wheelchair in the sea. OMG the wave of sea will be moving in my eyes forever.

Balkumari Giri, Nepal



I am really pleased to be here at ADAPT for CII 2019 course. In simple words, the CII course experience will be useful in my work. Nowadays, I am more aware of my own responses to Autism and other children and people with disabilities in my own country. I made some of young friends and who were really focused on every detail of our life course that is cool too!!

Lutfu Begum, Bangladesh



The CII 2019 course gave me confidence and lots of friends from different nations. God helped me to complete my project. During the case study module, I have interacted with not only the child I have worked with, but I met with his parents and his teacher and therapies and learnt the challenges they face. Working on case study was an interesting part of the Course. Debate on social model and medical model of disability gave me confidence. Visit to the inclusive school provided me amazing experience. I have gained knowledge about inclusive education, barriers to inclusion and solutions of inclusion.

Satua Ngungutau, Tonga



Honestly speaking, before I started CII course I was so ignorant about Disability and Inclusion. I have been working as a teacher in mainstream school for the last 2 years but I had no idea on how to manage a child with disability. From this course I have learnt that Inclusion means including everyone freely and openly accommodating without any restriction or limitation of any kind. It means ensuring people belong and engage and connect everyone irrespective of race, gender, disability or other attributes which can be perceived as different. All the lectures, visits, case study and workshops were very useful for me. I learnt about what is happening around the world in this disability area and also started thinking about the situation in my state which I never did before. The best thing about taking this course was how all the learning made me a better person and changed my perspective on disability and inclusion.

Tsuknungtula, Nagaland, India



During the 14 weeks of CII 2019 course, I have learnt and experienced a lot of things. In my first week, I took time to mix with others and that time I missed my family a lot. After few weeks, I got lots of friends and enjoyed. I found supportive staff here and they always encouraged me, like my family. I came here with hope that I will learn everything about special needs children. Now I know more about disability and community work, I am glad to have this experience. I am happy to go my house, but more upset with finishing this course. During the course I got an opportunity to know about different people. As we 16 participants came from different countries, and we had different cultures and languages, in spite of that we became friends during the course. I am confident and I have learnt how to work with others and deal with different people around us.

Gayatri Bisoi, Odisha, India



I have learned about disability during the CII 2019 course. Especially, the visits of different centers and schools provided me knowledge about different disabilities. Also, the case study we have done was a good experience for me. I have learnt about inclusion.

Sana Mukadam, Mumbai, India

ANNEXURE II

Judges Speak

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



A very good morning to all the judges and the presenters. I am very pleased that you are going to present today. I know you have been working very hard. The course is in two phases, the first phase is to build the students up to be Master Trainers, to work in the Community at three levels, the individual level, the community level and the macro, policy level. So this is what you are going to hear. The presentation is about what are they going to do when they get back, which level they select and in what way will they transform people. We are interested in transformative action, and this is what it makes the entire course so exciting because they are our partners in this huge long journey of inclusion. It is not easy, it is painful. We are all in the same boat, we all have common problems but we have to sacrifice and put in huge amount of efforts on these three levels, working on a parallel level. You have to go back to where nothing or very little exists and then you have to analyse and say what can I do that will transform this picture. I am part of the whole journey and will support all your efforts. All the best.

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



Congratulations to all sixteen participants, you have achieved huge amount, presenting to us your action plans and the country strategy papers that you have developed. I hope all of you take these papers back to your countries and share with your people, your organizations because there is a lot of material in them and it will be really useful to your organizations. You do not speak English as your first language so my second congratulations to all of you is that you have coped amazingly well in doing your presentation in English. You are going to do all translation in your own language, so think about whether you have been very ambitious. If you are not able to implement everything that you have written down in your action plan don't get disheartened, we always wish to do more than we can. If you have difficulties, we want to know about these difficulties report to us your challenges because it is important for us for next year. One thing a lot of you left out while doing your presentation and I am sure you will need them is working with other people, other organizations in your country, so have connections with them and past CII participants, use resources build things together because none of us can do it on our own, so do it as a group together to have this movement going forward for Inclusion. Connect with people who have same feelings and passion that you do. I appreciate one report which says disability does not mean Inability and I leave with you the same message.

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



Congratulations to all the participants. You have achieved a huge amount of work. Speaking in front of everybody is not at all easy as speaking English is not your mother tongue, I am really impressed by all your work. My special thanks to ADAPT and Dr. Alur and of course The Women's Council U.K for giving you all this fantastic opportunity. This is a fantastic course which will definitely help you a lot in your future work, that I hope you will implement inclusion in your countries. Go back to your countries do your best and spread inclusion in your countries.

Mrs.Meher Pestonji, Writer and Activist



Congratulations to all the countries you all have done brilliantly. I am extremely impressed not only by the students but by the faculty that have trained them and by Dr. Mithu Alur, who has set up the whole thing for almost 50 years and not only changed the face of disability in India but now has taken it to several other countries as well. This has been extremely a huge eye opener of what is happening and what can happen. As a parent I want to share that to get acceptance for the disabled is very important. My experience has been that even if the teachers can be supportive other kids cannot be inclusive unless they are sensitized. One thing that helped us is to develop a skill which is not academic. My grandson took up badminton he did very well in badminton and slight acceptance came up from other kids. Thank you for everything.

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



It was a beautiful presentation from all of you. It was a learning for us of your culture, music and dance. Everybody was really good. I know the work that has gone in to today's presentation and congratulate Babaji and all of you. Dr. Moore has said the word disability does not mean inability. It is so important to understand the word disability is wrong because disability means something which does not have energy or power and when we talk about our children, they have all these. We all have some kind of inability. Thank you once again and wish you all the very best in taking forward your action plans.

Mrs. Rachel Tainsh, Associate Training Advisor, Women's Council, U.K.



When Lutfu started she said" if you involve me I will learnt" well I have been involved and definitely I have learned a lot. Thank you so much for involving me. I have learned a lot about different countries, different aspects about disability and inclusion. Well done for your hard work for speaking in English. I always love when people talk about parents and a lot of you brought up that today, so I really appreciate that. I enjoyed the presentations, they were very well done. It's difficult to stand up in front of people, it's hard to manage power points and also make action plans, I think all these skills are very important for your future, working with donors and presenting to people. Don't lose them and keep building on them.

ANNEXURE III

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.	Mrs Usha Ramakrishnan	Consultant: Emotional Intelligences and Emotional Wellness (for Parenting, Teaching, Management and Leadership)
3.	Dr. Smita Desai	Director, Drishti Learning Centre
4.	Dr Ketna Mehta	Founder of Nina Foundation
5.	Dr. Sunita Shanbag	Professor, Department of Community Medicine, Seth G. S. Medical College and KEM Hospital, Mumbai
6.	Mrs. Kamini Lakhani	Director, Sai Connections
7.	Mrs. Amita Burde	Faculty, Center for Education of the Deaf
8.	Dr. Sudha Tambe	Faculty, Lotus Eye Hospital
9.	Mrs. Pallavi Shankar	National Association for the Blind
10.	Mrs. Joshi	Assistant Director / Head of Department, National Association for the Blind
11.	Mr. Katta Babu	Faculty, Mobile Crèche
12.	Dr. Pradnya Patil	Senior Speech & Language Therapy
13.	Mrs. Deepshikha Mathur	Freelance Teacher Education
14.	Mrs. Sangeeta J. Vaswani	Consultant - Pedagogy and Training

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.	Dr. Shabnam Rangwala	Director Community Services and Head, Therapy
7.	Mrs. Rekha Vijayakar	Senior Director, School Services & Pedagogy
8.	Mrs. Shobha Sachdev	Deputy Director Marketing
9.	Mrs. Manju Chatterjee	Director Colaba Centre
10.	Dr Ashutosh Sonawane	Head, Adult Rehabilitation Unit,
11.	Dr Maneeta Sawhney	Director, School and Community and Research Associate, Colaba Centre
12.	Mrs. MalkaTandon	Deputy Director, SDC,
13.	Mrs. Gulab Sayyed	Deputy Director, Community Services
14.	Ms. Sujata Verma	CII Course Coordinator, Project Head – Mita Nundy Community Centre
15.	Mrs Chitra Lakshman	Placement officer, SDC
16.	Mr. DigamberAcharya	Social Worker, Bandra Centre
17.	Mrs. Reshma Tanna	Physiologist, Colaba and Bandra Centre
18.	Ms. NikitaTanpure	Psychotherapist, SDC
19.	Dr. Amina Markar	Physiotherapist, Bandra Centre
20.	Dr. Tejal Gosavi	Physiotherapist, Bandra Centre
21.	Mrs. Sharon Saldanha	Special Educator, Bandra Centre

Core Team, ADAPT

- Dr. Mithu Alur, *Founder Chairperson, Course Director of School of Post Graduate Studies, ADAPT.*
- Ms. Malini Chib, *CEO ADAPT & Chairperson, One Little Finger Department*
- Mrs. Varsha Hooja, *CEO, ADAPT*
- Mrs. Rekha Vijayakar, *Senior Director, School Services & Pedagogy*
- Dr. Shabnam Rangwala, *Deputy Director Community Services & Pediatric Occupational Therapist*
- Mrs. Sangeeta Jagtiani Vaswani, *Pedagogy and Training Consultant*
- Ms. Sujata Verma, *Coordinator, CII*
- Ms. Ameno Catherine Rolnu, *Assistant Training & Pedagogy*

Core Team, The Women's Council, U. K.

- Doris, *The Lady Butterworth of Warwick, President, The Women's Council, U.K.*
- Mrs. Patricia Yaxley, *Chairperson, The Women's Council, U.K.*
- Dr. Frances Moore, *Honorary Training Advisor, The Women's Council, U.K.*
- Ms. Antonia Derry, *Honorary Treasurer, The Women's Council, U.K.*
- Mrs. Rachel Tainsh, *Associate of Training Advisor The Women's Council, U.K.*

Library Support

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

IT Team, ADAPT

- Mr. Lucas Baretto, *IT Officer, ADAPT*
- Mrs. Janvi Satavase (Rajee), *IT Coordinator, ADAPT*

Coordinating team for Practicum

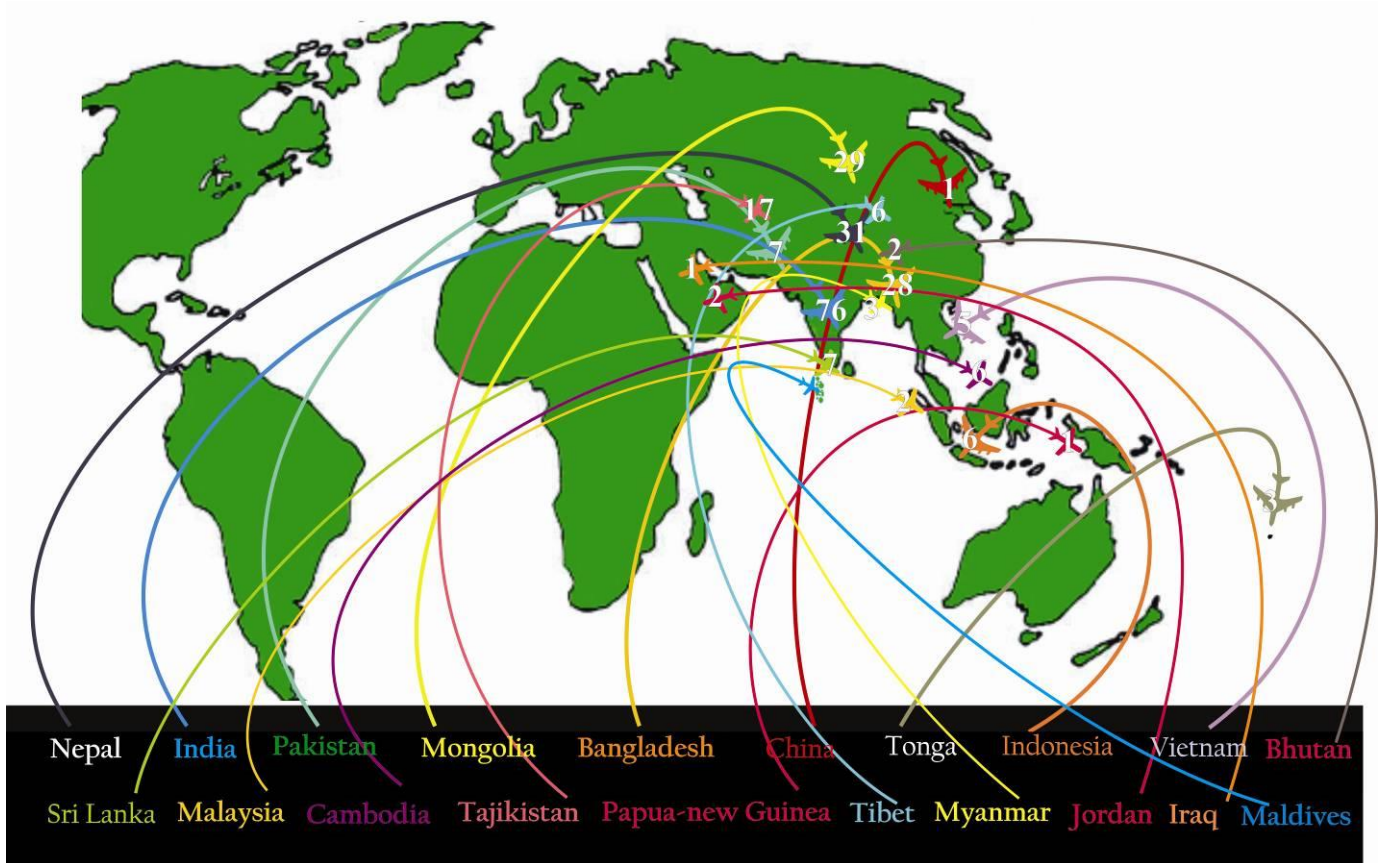
- Mrs. Rekha Vijayakar, *Senior Director Services*
- Mrs. Gulabjan Sayyed, *Deputy Director Community*
- Mrs. Manju Chatterjee, *Director, Colaba Centre*
- Mrs. Malka Tandon, *Deputy Director, Chembur Centre*

Finance Team, ADAPT

- Mrs. Ami Gumastha, *Member of Governing Body & Honorary Director Finance*
- Mrs. Sandhya Salian, *Executive Assistant to Finance*
- Mr. Utpal Shah, *Senior Finance Manager*

Administrative Team, ADAPT

- Mrs. Arundhati Bose Verma, *Head- HR, Admin & Marketing*
- Ms. Sana Khan (Leena), *Housekeeper Cum Warden*
- Mr. Bijoy Thapa, *Senior Housekeeper*
- Ms. Ruchika Shinde, *Receptionist*
- Mrs. Vidya Ghadi, *Administrative Assistant*
- Ms. June de Sousa, *Secretary*
- Ms. Annamarie Shepherd, *Secretary*
- Mr. Khalid Shaikh (Raju), *Cook*



ADAPT

(Formerly the Spastics Society of India)

National and Asian Resource Centre for Inclusion

K.C. Marg, Bandra Reclamation, Bandra (W), Mumbai – 400 050 INDIA

Tel.: 2644 3666, 2643 0703/04 Fax: 26436848