

QUARTERLY NEWSLETTER

October 2021-December 2021



School for Potential Advancement and Restoration of Confidence

(SPARC) India

Gurudaya Niwas 26, Sachivalaya Colony, Mausambagh, Sitapur Road

Lucknow 226020

Email Id: - sparcindia95@gmail.com, mehrotra.amitabh@gmail.com

Contact us @ 9839171676

SUPPORTED BY:-



GAIL (India) Limited

INTRODUCTION

School for Potential Advancement and Restoration of Confidence (SPARC)-India is a non-profit organization with its Head Office in Lucknow, Uttar Pradesh (UP) and has been in its existence for 25 years now. The Founder Director and Chairperson, Dr. Amitabh Mehrotra is himself having Cerebral Palsy (CP) with mild spasticity since birth and it was his cherished dream to work for the cause of disability. He did his Post graduation from Tata Institute of Social Sciences (TISS), Mumbai and served Corporate and CSOs in Bihar and UP. Recently, he completed his PhD from Department of Psychology, University of Lucknow and was awarded PhD degree in Applied Psychology. At present he is nominated as member in Steering Committee of State Election Commission, Government of Uttar Pradesh and nominated as member (renewed) of State Coordination Committee on Disability. He is also member of State Advisory Board on Disability of Uttar Pradesh.

SPARC-India was formed in 1995 and registered in July 1996, as a voluntary organization which aimed to empower people with various disabilities especially people with CP. SPARC-India started its Community Based Rehabilitation (CBR) program in the year 1996 for persons with disabilities (PwDs) in the urban slums of Lucknow. The thrust of the program was on health and medical rehabilitation, formation of Disabled Persons Organizations (DPOs) / Self-Help Groups (SHGs) of PwDs& their families and to establish linkages with the government schemes.

In due course of time, SPARC-India gradually established Jyoti Kiran School (JKS) for children with CP in the year 2003. Recently, SPARC-India has been aligning itself to the philosophy of 'Inclusion'. It emphasizes that inclusive environments will help in minimizing segregations and deep rooted misunderstandings and prejudices between the children with disabilities (CwDs) and non-challenged sections of the society. In 2005, SPARC-India setup a Vocational Training and Placement Cell for PwDs to provide placement services to them. SPARC-India has immense experience in imparting vocational training and skill development programs for PwDs.

SPARC-India established Uttar Pradesh Viklang Manch (UPVM) to develop a support system for CwDs / PwDs to help them exercise their statutory rights and avail entitlements. SPARC-India has provided counselling to approx. 12000 community members, vocational training to about 2500 PwDs and has created self-employment opportunities for more than 1200 PwDs and their family members.

In the current quarter SPARC-India received funding from HCL Foundation, GAIL India Limited and Jan Vikas Samiti, Varanasi.

JYOTI KIRAN SCHOOL (JKS)

Due to the relaxation in the pandemic restrictions Jyoti Kiran School reopened on 4th October 2021 for the students who could come to school. Due consent of the parents was taken before the school reopening. Online classes continued for those students who could not come to school.

PARENT SUPPORT GROUP (PSG) MEETING

A virtual **PSG Meeting** (on Zoom platform) was organized on 9th October 2021 for the parents of the students of Jyoti Kiran School. The main points of discussion were:

- Suggestion and discussion on further increase in the school attendance of the students of JKS.
- The children who are coming to school should be sent properly dressed to school by the parents.
- Discuss the problems faced by the parents and the need for improvement as well as their suggestions.
- Discussion on cooperation of children who are participating in online classes at home with the teacher's (time related).



Parents of 6 students (Pranjal, Rajshekhar, Gaurang, Ritik, Nawed and Uvaish) of JKS participated in the PSG meeting.

WORKSHOP ON CHILD PROTECTION AND SELF AUDIT TOOL

A **workshop** on Child Protection and Self Audit Tool was organized by HCL Foundation on 11th October 2021 at the HCL Campus, Sultanpur road, Lucknow. The sessions comprised of Introduction on Child Protection, Compliance, Child Protection Policy of HCL Foundation and Partners, A brief on Laws/ Acts on child Protection, Self-Audit Tool for Partners and Governance, M&E, Development Communication. **Mr Saurabh Pande** (Program cum Placement Officer, SDP, SPARC-India), **Mr Shailendra Kumar** (Finance Manager, SPARC-India) and **Ms Priyanka Singh** (Trainer cum Counsellor, SPARC-India) participated in the workshop.



RANGOLI AND JHALAR MAKING ACTIVITY

Rangoli and **jhalari** making activity were organized on 23rd October 2021 for the students of JKS. The activity was conducted both offline and online.

The students were told that before the Diwali festival *rangoli* is made at the door of the house and the door of the houses are decorated with *jhalar* (*bandanwar*) as this brings happiness in the house. Rajshekhar, Siwan, Pranjal, Uvaish, Anshi and Deepanshu participated in the offline activity which was held in the school premises. They made *rangoli* and *jhalar* with the help of the teachers. Students showed great enthusiasm and participated with great interest. Some students tried to make *jhalar* and *rangoli* with the help of their teacher through a video call and later sent the photo on the parents' WA group.



EXPERIENCE SHARING PROGRAM BY HUMSAFAR FOUNDATION

An *Experience Sharing Program* was organized by Humsafar Foundation on 28th October 2021 on the topic “Atrocities on women in the pandemic, rising unemployment and illiteracy at Hotel Cark Awadh India, Lucknow. At the onset, they sang a motivational song on life of women. After that they discussed the procedure involved in the studies which they had conducted during COVID-19 and shared their experiences and suggestions for the issues faced by the subjects on which the study was conducted.

Ms. Hamida from Sadhbhavna shared her experience that women of Muslim society endured sexual harassment and faced situation like unwanted pregnancy. **Ms. Meena** from Aqua discussed about unemployment and decrease in the ratio of education of girls. **Ms. Manju Garg** from Family Welfare discussed the increasing atrocities on middle class women and increase in the cases of divorce. **Ms. Asha** from Mahila Federation discussed about the atrocities on middle class women. A *transgender member* named **Ritu** from Humsafar shared her experiences and told that during COVID-19 the ration and medical facilities were not available to her and her community and no one helped them.

During this experience sharing various organizations like SPARC-India, Yes Foundation Vigyaan Foundation and All India Student Association (AISA) etc. were also present. **Ms.**



Satwiki Mishra (Physiotherapist, SPARC-India), **Ms. Priyanka Singh** (Trainer cum Counselor, SPARC-India) and **Ms. Shaheen** (Field Worker, SPARC-India) participated in the program. It was a very thought provoking program for all the attendees.

DIYA PAINTING ACTIVITY

A *diya painting* activity was organized for the students of JKS on 30th October 2021 which was held both offline and online. In continuation with the *Deepawali* preparations the students of JKS painted beautiful *diyas* to make the festival of lights more beautiful and colourful. The students painted beautiful *diyas* with the help of their teachers in the offline class and virtually through online class with the help of their siblings. The students first enthusiastically painted the *diyas* and then decorated them with decorative items like pearls etc. The students were excited for the activity and they enjoyed it very much.



SKILL DEVELOPMENT TRAINING (VIDEOGRAPHY AND PHOTOGRAPHY)

A 6-day *skill development training (Videography and Photography)* for the partner organization was organized by Jan Vikas Samiti, Varanasi in Ujjain from 25th to 30th October 2021. **Mr Santosh Tiwari** (Physiotherapist, SPARC-India) participated in the 6-day training program. In the workshop **Father Anoop** and **Father Josh** of SLF explained to everyone the basics of photography and videography. On the first day photography was taught and on the rest of the days videography was explained. They explained how to handle a DSLR camera, how to take an optimum photo with the camera, how to make video and later on how the video could be uploaded on the software and edited. Participants from 7 different organizations participated in the event.



WORKSHOP ON DISABLED PEOPLES ORGANISATION (DPO)

A *workshop* on DPO was held on 12th November 2021 at Jan Vikas Samiti, Murdaha campus, Varanasi. **Ms Satwiki Mishra** (Physiotherapist, SPARC-India) participated in the workshop.

The workshop was started by **Mr Ranjit** (Program Manager, JVS) who gave information about the three days training program. **Father Chetan** (Director, JVS) introduced and welcomed the trainers and participants and wished best of luck to all the participants. All the participants introduced themselves by standing in a line and telling their names. **Ms Emma** (Prateek Foundation), Ms. Preeti (Prateek Foundation), **Ms. Voilet** (Prateek Foundation) addressed the participants.



Ms Voilet started the session by explaining the rules and expectations of Inclusive Children's Parliament (ICP). She explained what ICP is and the motive and benefits of ICP. The resource persons advised the participants to utilize time and gain more information on ICP. Participants from many NGOs participated in the event.

SKILL BUILDING TRAINING ON INCLUSIVE CHILDREN'S PARLIAMENT (ICP)

A *skill building training* on ICP was held from 13th - 14th November 2021 at Jan Vikas Samiti, Murdaha campus, Varanasi. **Ms Satwiki Mishra** (Physiotherapist, SPARC-India) participated in the 2-day training program. On the first day, all the participants were welcomed by Ms. Emma and she introduced a game on the basis of birthdays and Aadhar card of all the participants. She also discussed how to strengthen Children's Parliament (*Bal Sansad*) how far children's parliament can be able to resolve their issues?

The participants mentioned that the children's parliament lobbying is done with community's headmaster, village head, asha anganwadi, zila panchayat, AVSA, M.M.C Members, respected persons of village and stakeholders. Ms Emma told how to defend Child Parliament, then by giving the example of cards K, Q, J, which children can advocate under the state level, national level U.P.R. Later all the participants were made into 3 groups A, B, C by Ms Emma for an activity through which it was concluded that in 'Child Parliament' one should achieve their goal according to 'planning, external obstacles, guidance, participation, and understanding'.



In the next session, Ms Emma discussed about "How to do 'Advocacy' in Children's Parliament while carrying forward the training? Then Ms Emma and Ms Preeti facilitated a game "Web of Hands" in which she narrated how Children's Parliament can defend itself and solve their problems on their own. These points helped the participants in understanding that, we have to make the children defend for themselves and not make the children pawns for their own selfishness. Later there was a discussion on the types of disability and it was reiterated that for the below mentioned disabilities more work needs to be done:

- | | |
|------------------------|-----------------------|
| 1. Physical disability | 5. Mental Retardation |
| 2. Visually Impaired | 6. Down Syndrome |
| 3. Hearing Impaired | 7. Acid Attack |
| 4. Cerebral Palsy | 8. Muscular dystrophy |

Children with disabilities can also defend themselves in Child Parliament through song, street play, dance, wall writing, painting, slogan writing, signature campaign, etc. In the next session the participants were told how to advocate through Child Parliament for inclusion of persons with disabilities. It was told that the lobbying of the Child Parliament is a long process, which will come through continuous effort / training. At the end of the day Mr. Francis thanked the instructors and gave the feedback to all.

On the second day, the program started with the welcoming of Ms. Tulika Das by Father Ranjit, who runs an organization named Sanchar. At first Ms. Tulika introduced everyone and then she asked who is associated with which organization and for how many years and why there is need to make a DPO. Continuing the session, she explained through a picture that what are the inconveniences faced by persons with disabilities in the society. Then she told that what should we look for before making DPO and why should we make DPO? She told that if the rights of a person with disabilities are not provided then what should we do?

Creating a DPO will bring quality of life within the DPO member. Collective action can be taken, self-respect will increase, empowerment and facilitation will be achieved, sharing and learning will happen and the right will be known to all. After making a DPO, regular meeting should be held. In the DPO meetings the DPO members should talk about new issues and new rights, discuss about waste and what they are not able to get and talk about how to get it. Ms Tulika told what is meant by advocacy and how we can defend our rights. Advocay is a continuous effort. She also told what is lobbying and how to do it. She mentioned that when an officer does not meet us directly and we meet through someone, we call it lobbying.

The session ended with the presentation of a certificate by Ms Tulika. Father Ranjeet expressed a lot of gratitude to Ms Tulika and ended the session with sweets.

PARENT SUPPORT GROUP (PSG) MEETING

A PSG Meeting was organized on 13th November 2021 for the parents of the students of Jyoti Kiran School. The main points of discussion were:

- Discussion on the reasons for absence of children in school
- Discussion related to transportation (means)
- Discussion on giving time by the parents for the



development of their child

- Discussion on physiotherapy and speech therapy of children
- Discussion on lack of participation in Saturday activities
- Discussion on students (unable to come to school) not participating in online classes

Parents of Deepali, Adarsh, Ayush Srivastava, Naved, Kanhaiya, Deepanshu, Abhinav and Shivansh participated in the PSG Meeting. Teachers and therapist were present in the meeting. Some of the parents said that their wards watch TV a lot. The teachers suggested that they should ask their ward what they have watched as by doing that the memory of the student would develop. Some parents discussed about the therapy and the aids that was needed for their child. Some parents discussed about the behavior issues of their children.

ENVELOP MAKING ACTIVITY

A *envelop making* activity was organized for the students of JKS on 20th November 2021. The main aim of the activity was to develop fine motor, introduce the children to pre vocational activity and group participation. Children made envelop with chart paper and newspaper with the support of their teachers and decorated them. Rajshekhar, Ritik, Adarsh, Akshita, Ayush and Kanhaiya participated in the activity with great enthusiasm.



INTERNATIONAL DAY OF PERSONS WITH DISABILITIES CELEBRATION

International Day of Persons with Disabilities was *celebrated* under National Mental Health Program of Department of Medical Health and Family Welfare, Govt. of Uttar Pradesh on 3rd December 2021 at the Madaon campus of SPARC-India. The **Chief Guest** at the event was **Dr Rajendra Kumar Chaudhary** (Additional Chief Medical Officer, Lucknow). **Dr Abhay Singh** (Psychiatrist, Chief Medical Officer's Office), **Dr Arvind Nigam** (Board Member, SPARC-India), **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India), students of JKS, trainees of SDP Program, all staff members of SPARC-India and some staff members from CMO office were present in the event. Dr Mehrotra welcomed the chief guest and other dignitaries present at the event with bouquets. Dr Nigam welcomed everyone and highlighted the work that was done by SPARC-India. Dr Chaudhary and Dr Singh emphasized that we should still follow the COVID-19 protocol as the pandemic is still not over. Trainees of SDP Program

sang ‘*humko man ki shakti dena*’. The chief guest and the dignitaries distributed snacks and stationery to the students of JKS and trainees of SDP Program.



BIRTHDAY CELEBRATION OF MR RAGHAVENDRA SINGH

Mr Raghavendra Singh (ARTO, Gaziabad) celebrated his **Birthday** on 8th December 2021 at the Madiaon campus of SPARC-India with the students of Jyoti Kiran School. The students were excited to meet him and greeted him with great zeal and wished him Happy Birthday with a Birthday song. Mr Singh was accompanied by his family members who enthusiastically interacted with the students. Mr Singh brought a group photo frame which included photos of the children who had participated in the *rangoli* competition at the RTO which was held before the pandemic started. He also brought gifts for the students which he and his family members distributed among the students. The students were very excited on receiving gifts and thanked them whole heartedly.



PARENT SUPPORT GROUP (PSG) MEETING

A PSG Meeting was organized on 11th December 2021 for the parents of the students of Jyoti Kiran School. The main points of discussion were:

- Students not completing their homework given in class
- Lack of participation of parents in online / offline meeting
- Students coming by their own self not reaching school on time
- Discussion on dress of students

- Cleanliness of students and things they should bring to school

Parents of the following students attended the PSG Meeting:

Foundation: Shivam, Pragya

Block A: Rajshekhar, Pranjal, Gaurang, Deepali, Akshita

Block B: Nawed, Ritik

Special: Aaradhya

Vocational: Anshi, Sandeep, Vicky, Deepanshu, Ayush, Kanhaiya



In the discussion the parents were told that homework should be completed by the students at home and if homework is not given then parents can ask for it or reason for not receiving homework. The teachers also requested the parents to respond to the WA messages that are shared in their group. They requested the parents to have compassion and acceptance of their child with disability. The parents requested that the PSG meeting information should be posted in the WA group in at least a week in advance along with one reminder. The teachers requested the parents to send their child in clean dress/uniform. One of the parents requested the teachers to prepare an individual overall growth plan of their ward in accordance to the Vocational needs of their child. The teachers requested the parents to send 2 masks, handkerchief and tiffin (proper food) along with their wards to school every day. One of the parents suggested that yoga and *pranayam* should be conducted in the school regularly.



CHRISTMAS EVE AND BIRTHDAY CELEBRATION OF MR AMIT SNEHI

Christmas Eve was celebrated along with **Birthday** of **Mr Amit Snehi** (Amit Films, Lucknow) on 24th December 2021 at the Madiaon campus of SPARC-India with the students of Jyoti Kiran School. Christmas tree and hall was decorated by teachers and students of JKS. The students were excited to meet Mr Snehi and wished him Happy Birthday with a Birthday song. Mr Snehi spent some time with the children and distributed gifts to the students. The



students were very excited on receiving gifts and thanked them wholeheartedly. Sweets were distributed to all the students.

SKILL DEVELOPMENT AND PLACEMENT (SDP) CENTRE

In the current quarter the offline classes of Batch 15 (which started on 10th May 2021) was started as the pandemic restrictions were relaxed. Online classes of Batch 16 started on 23rd September 2021.

KIT DISTRIBUTION CEREMONY

Kit Distribution Ceremony of Batch-15 trainees was organized on 22nd October 2021 at the SDP Center. Education is very important tool for everyone to succeed in life. It helps a lot in lessening the challenges of the difficult life. As every education and training mostly starts with a pen and copy to note the required material, therefore the kits were distributed to the trainees by **Dr. Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India). Each bag contains adequate materials for a candidate to study for 1 month of training period. Each study kit contains a clear bag, a notebook, pencil, eraser and pen. By getting the kit, candidates were very happy.



CHART MAKING ACTIVITY

Chart Making Activity was organized on 25th October 2021 at the SDP Center. Trainees were divided in 5 groups. The trainees made charts on different topics that were given by the trainers. This was a group activity and the trainees enthusiastically participated in the activity and performed it with dedication and sincerity. All the groups performed well and the group which performed the best was given a token of appreciation on the farewell day of the batch. In this activity trainees learned how to work in a team and to compete with other team and also express their talent.



GROUP DISCUSSION

Group Discussion was organized on 26th October 2021 at the SDP Center to assess the teamwork skills, listening skills, discussion ability, subject knowledge, and communication of trainees. The topic of discussion was '*Is English necessary in BPO*'. Trainees expressed their views on the given topic. Trainees were divided in two group; Group A trainees said that English was very necessary for BPO as many types of information is available in English & some Customers also talk in English but Group B trainees emphasized that English was not necessary for the same as most of the customers talk in Hindi & information is also available in Hindi. The trainees not only discussed their point but also motivated other trainees to speak.



MOVIE BASED EDUCATIONAL ACTIVITY

Movie based Educational Activity was organised on 30th October 2021 and 15th December 2021 at the SDP Centre. All the trainees sat together and watched the movie. The name of the movie was "*Ek Ruka Hua Faisla*". In the movie 12 respected person of a city (jury on behalf of the Court) were discussing if the person accused of murder was guilty / non-guilty. The motive of watching this movie was to understand how a person can discuss on any given topic. After the watching the movie all the trainees sat together for group discussion in reference to the movie they had viewed. All the trainees enjoyed the activity. This activity was conducted to break the monotony of classroom-based training, while keeping in mind the enhancement of Trainees Perception, and Logical Decision-making ability. Group Discussion was included in the same to increase their Communicative Ability & Team Work.



MS POWERPOINT PRESENTATION BY BATCH-15 TRAINEES

Presentation is a great way to build confidence and presenting is a skill that most of the people will need in the world of work. **Presentation of PPTs** by Batch-15 trainees was organized on 23rd November 2021. Trainees gave their presentations on topics which were assigned to them from syllabus of BPO, Retail, Computer and English. In this presentation all of them had to make individual & group PPTs on their topics. The Purpose of this activity was to examine the improvement in their personality



and hesitation they had in speaking at the time of taking admission in the Program. Trainees gave their best in making and presenting the PPTs.

INTERVIEW AT AEGIS (STARTECH)

A *placement drive* was held at Aegis Customer Support Services Pvt. Limited on 24th November 2021. A Short briefing was given to the trainees about the job profile and the type of work they have to do by **Mr. Kushal** (HR Team, Aegis). All the candidates had to fill the CSA Application form and after that reading and translation session was done to check the communication skills of the candidates.



8 trainees had participated in the interview for the **Vi Hindi Process** and 1 trainee participated in the interview for the **ZOMMATO English Process**. At the end, 5 Trainees (**Neetu, Laxmi Devi, Vinay Kumar Mishra, Amit Dwivedi and Satish Kumar**) were selected for the position of Customer Care Executive.

FAREWELL CEREMONY OF BATCH-15

The Farewell Ceremony of Batch-15 trainees was organized by SDP staff members on 24th November 2021 at SDP Center, Lucknow. **Mr Saurabh Pande** (Program cum Placement officer, SDP, SPARC-India) started the program with a welcome speech. The Chief Guest of the program **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India) enlightened the trainees with his inspirational speech and also wished them good luck for their future. Following awards were given to the trainees in the Farewell:



- Award of Punctuality: Ms. Neetu
- Best learning Curve: Ms Vidhi Chaudhary
- Best Performance: Mr Vinay Kumar Mishra
- Drawing Competition Winners: Ms. Laxmi and Mr. Satish Kumar

JOB FAIR AT CRC, LUCKNOW

A *Job Fair* was organized by Composite Regional Centre - Lucknow & Saubhagya Foundation on 25th November 2021 at CRC, Mohaan Road, Lucknow. Since the Batch-15 of the SDP has completed the main objective of attending the Job Fair was exposure of the trainees to different job openings and further developing relationship with more companies &



recruiters. SDP staff members along with 9 trainees of Batch-15 attended the Job Fair. 7 Trainees out of 9 received Job Offers in the job fair from various reputed companies.

CHART MAKING ACTIVITY

Chart making activity was organized on 13th December' 2021 at the SDP Center. The trainees were divided in 3 groups for the chart making activity. The topic for the activity was *Omicron Virus & Protection, Clean & Green India* and *Modern Painting*. Trainees enthusiastically participated in the activity. The main aim of the activity was to understand how to work in a team and perform well to compete with other teams and also express their talent.



JOB FAIR

Job Fair was organized by SPARC-India & Employment Exchange Office, Lucknow & sponsored by Jan Vikas Samiti, Varanasi on 18th December 2021. The main object of the Job Fair was to link youths with disabilities (physical disabilities) with various job opportunities in BPO, Retail and Hospitality. Five companies joined the job fair for hiring youths with disabilities. Approximately 150 participants were present in the job fair. 7 trainees of Batch 16 along with SDP and JKS Team members were present in the job fair to facilitate the event. 4 out of 7 trainees of Batch-16 were selected by various companies.



GROUP DISCUSSION

A *group discussion* was organized on 23rd December 2021 to assess the teamwork skills, listening skills, discussion ability, subject knowledge, and communication of trainees. The topic of discussion was '**Digital media Vs Print media**'. Trainees were divided in two groups. First all the trainees expressed their views on the given topic individually. After that Group A



trainees said that Digital media is better than print media as nowadays, through digital media, any news reaches the people immediately, due to which the people stay updated. Group B trainees said that Print media is better than digital media as you can see and read any news again and again in print media. The trainees enthusiastically participated in the discussion.

MS POWERPOINT PRESENTATION

MS PowerPoint presentation activity was organized on 24th December 2021 at the SDP center. All the trainees prepared MS PowerPoint presentations on the selected topics which were given by the trainers. The topics given were Online Education Advantages and Disadvantages, Omicron Virus, Importance of Time, Covid-19, Dengue and Precautions, & Benefits of Being Happy: Tips & Tricks. PPT presentation is a great way to develop research aptitude, confidence & remove fear of public speaking which is important in the professional life. In this activity all trainees made their individual PPTs on their topics & further presented the same. All the trainees performed very well in the activity.



MOCK CALL ACTIVITY

Mock Call Activity was organized on 27th December 2021 at the SDP Center. This activity was conducted to train the trainees on how to conduct a call at the call center as a customer care executive. The activity was conducted through role play. One trainee was made a customer care executive & another acted as a customer. The trainee enacting customer care executive made a call using headphone & using script which was provided by the trainers. Customer care executive trainee was supposed to sell a postpaid plan in which included Entertainment services, Data with Unlimited calling etc. The trainee enacting as customer was supposed to ask questions relating to the product that the customer care executive was selling. Every trainee followed proper script and verbiage for the calls. All the trainees of the class participated enthusiastically in the mock call activity.



INTERVIEW AT AMARTECH CONVERGENCE INDIA PVT. LTD.

A **placement drive** was organized on 29th December 2021, at Amartech Office in which 6 trainees (Rahul Sharma, Nikita Maddheshiya, Suman Rawat, Prerna Devi Kaushal, Sumitra Singh, and Shobha Kumari) of Batch-16 appeared for the post of Customer Care Executive. The interview process was



in two rounds. The first interview round was conducted by **Mr. Pankaj Pratap Chauhan** (VIL Account Head). First round was self-introduction, and CV reading. Second round was typing test which was conducted by **Mr. Nadeem Ahmad** (Team Manager). Here they asked the trainees regarding system knowledge such as shortcut keys for copy, cut, undo, redo and paste as well, All, the 6 trainees who participated in the interview were selected for the post of CCE in **Vi Prepaid Retention Process**.

FAREWELL CEREMONY OF BATCH-16

The *Farewell Ceremony* of Batch-16 trainees was organized on 30th December 2021 at the SDP Center. **Mr. Saurabh Pande** (Program cum Placement Officer, SDP) started the program with his welcome speech. Different games were organized for the trainees which included passing the parcel, *antakshari* and housie. Then the trainees were addressed virtually (through Zoom) by **Dr. Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India). He encouraged the trainees with his inspirational speech and wished them good luck for their future. Trainees shared their experience of the program. All the staff members of SDP were present in the farewell ceremony.



COMMUNITY BASED REHABILITATION (CBR) PROGRAMME

Objective:

- 1- To give children with disabilities (CwDs), parents proper information about making DPO
- 2- To give proper information about making Bal Samuh
- 3- To tell CwDs about the process of getting Aadhar card.
- 4- To find out if the online / offline classes, physiotherapy, speech therapy and counselling of the CwDs who come under this project are going on regularly or not.

Outcome:

- The field workers (**Ms Shyama, Ms. Shaheen**) visited the homes of CwDs who are under the project. They also discussed with the parents of CwDs how they can avail UDID card, Aadhar card and pensions for persons with disabilities above the age of 18 years.
- The field workers (**Ms Shyama, Ms. Shaheen**) also visited the field areas for identifying new children with disabilities (PwDs) who have not been reached yet.
- During this period 2 DPO meetings were organized at Shadoshi Baba ki Dargah, Khadra and in Mohibullapur in which 5 and 7 PwDs were present from the community. The main objective of the meeting was to aware the PwDs about the process of availing UDID card, Aadhar card Disability Pensions, Income Certificate, Loan, Disability Certificate etc. Both the field workers (**Ms Shyama, Ms. Shaheen**) were present during these meeting.
- During this period 1 Bal Samuh meeting was organized at Rahim Nagar Mohibullapur in which 4 CwDs were present from the community who are under the project. The main objective of the meeting was to make them aware of the UDID card, Disability Pension, Income Certificate and how to create a new Bal Samuh. Both the field workers (**Ms Shyama** and **Ms Shaheen**) were present during this meeting.
- During this time period 1 Self Help Group (SHG) meeting was organized at Khadri in which 4 women were present from the community. **Ms Urmila** (member of SHG) informed everyone that her team members including herself have started depositing money again in the bank. Both the field workers (**Ms Shyama** and **Ms Shaheen**) were present during this meeting.
- **Ms Shahren** (Field worker, SPARC-India) visited Alfisha's house and suggest her to form a new Bal Samuh in her area.



TRAINING ON FORMATION OF INCLUSIVE CHILDREN'S PARLIAMENT (ICP)

First one day *training on the formation of ICP* was held in SPARC-India on 10th December 2021. The main aim of the training was to make the children aware of their fundamental rights and the importance of formation of ICP. The training was attended by 10 children with disabilities and 16 non-challenged children. The training started with the introduction of all the participants. **Mr Santosh Kumar Tiwari** (Physiotherapist, SPARC-India) explained all the

fundamental rights of the children. This was followed by a talent based activity which was conducted by **Ms Satwiki Mishra** (Physiotherapist, SPARC-India). In the end refreshments were distributed to all the participants. During this training **Ms Shaheen** (Community mobilizer, SPARC-India) was also present.



TRAINING ON FORMATION OF INCLUSIVE CHILDREN'S PARLIAMENT (ICP)

Second one day *training on the formation of ICP* was held on 12th December 2021 at Chhata Meel, Khadri, Lucknow. The main aim of the training was to make the children aware of their fundamental rights and the importance of formation of ICP. The training was attended by 26 children with disabilities and non-challenged children. The training started with the introduction of all the participants. **Mr Santosh Kumar Tiwari** (Physiotherapist, SPARC-India) explained what Children's Parliament is to all the children. **Ms Satwiki Mishra** (Physiotherapist, SPARC-India) further explained it through a drama activity and told how Children's Parliament is formed. Mr Tiwari told its importance and how many members a Children's Parliament can have. He also informed how to do Advocacy through Children's Parliament. He also told them that children can defend themselves in Children's Parliament through song, poem, drawing etc. This was followed by a group dance activity by the children. In the end refreshments were distributed to all the participants. During this training **Ms Shaheen** (Community mobilizer, SPARC-India) was also present.



TRAINING ON FORMATION OF INCLUSIVE CHILDREN'S PARLIAMENT (ICP)

Third one day *training on the formation of ICP* was held on 17th December 2021 at SPARC-India, Lucknow. The main aim of the training was to make the children aware of their fundamental rights and the importance of formation of ICP. The training was attended by 25 children with disabilities and non-challenged children. The training started with the introduction of all the participants. **Ms Satwiki Mishra** (Physiotherapist, SPARC-India) explained what Fundamental Rights of a child are and what a Children's Parliament is. She told how Children's Parliament is formed, its importance and how many members a Children's Parliament can have. She also informed how to do Advocacy through Children's Parliament through a chart making activity and how children can defend themselves in Children's Parliament. In the end refreshments were distributed to all the participants. During this training **Ms Shaheen** (Community mobilizer, SPARC-India) was also present.



TRAINING ON RIGHT TO EDUCATION ACT 2009

First one day *training on Right to Education (RTE) Act 2009* was held on 21st December 2021 at SPARC-India. The main aim of the training was to educate the DPO members about RTE Act 2009. The resource person for the training was **Mr Neeraj Dixit** (Special Educator, Dr Shakuntala Mishra National Rehabilitation University, Lucknow). Mr Dixit told all the participants what RTE Act 2009 is and what work our government is doing in the field of education. He also told how children with disabilities can get education. Through examples he explained how children with different disabilities can be taught in school and can gain education viz. blind children can be educated through Braille. 22 participants were present in this training.



TRAINING ON RIGHTS OF PERSONS WITH DISABILITIES ACT 2016

First one day *training on Rights of Persons with Disabilities (RPwD) Act 2016* was held on 21st December 2021 at SPARC-India.

The main aim of the training was to educate the DPO members about RPwD Act 2016. The resource person for the training was **Mr Siddharth Dwivedi** (Administration Officer, Dr Shakuntala Mishra National Rehabilitation University, Lucknow). Mr Dwivedi started the session by explaining the rights of PwDs that are mentioned in the RPwD Act 2016. He explained all the 21 types of disabilities that are included in the Act. He told all the participants about the disabilities that are mentioned in the National Trust Act 1999. He also told everyone about the different schemes of the government and the provisions for persons with disabilities in those schemes. 21 participants attended this meeting.



TRAINING ON RIGHTS OF PERSONS WITH DISABILITIES ACT 2016

Second one day *training on Rights of Persons with Disabilities (RPwD) Act 2016* was held on 23rd December 2021 at SPARC-India. The main aim of the training was to educate the DPO members about RPwD Act 2016. The resource person for the training was **Mr Siddharth Dwivedi** (Administration Officer, Dr Shakuntala Mishra National Rehabilitation University, Lucknow). Mr Dwivedi started the session by explaining the rights of PwDs that are mentioned in the RPwD Act 2016. He explained the 21 types of disabilities that are included in the Act. He spoke about the provisions in the Act to safe guard the interests of the PwDs. He also told everyone about the different schemes of the government and the provisions for PwDs in those schemes. 25 participants were present in the meeting.



TRAINING ON RIGHT TO EDUCATION ACT 2009

Second one day *training on Right to Education (RTE) Act 2009* was held on 23rd December 2021 at SPARC-India. The main aim of the training was to educate the DPO members about RTE Act 2009. The resource person for the training was **Mr Neeraj Dixit** (Special Educator, Dr Shakuntala Mishra National Rehabilitation University, Lucknow). Mr Dixit told all the participants what RTE Act 2009 is and what work our government is doing in the field of education. He also told how children with disabilities can get education. Through examples he explained how children with different disabilities can be taught in school and can gain education viz. blind children can be educated through Braille. He also explained how small modifications in TLMs



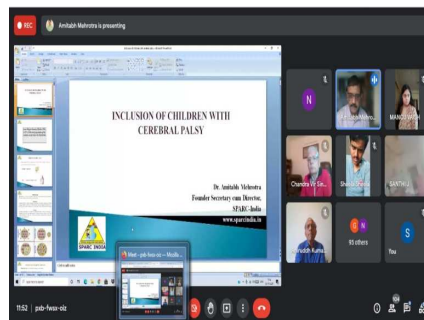
can help in educations children with different disabilities. He showed how a smart stick can guide a blind person and protect them from any hurdle that may be in their way while walking. 25 participants attended the training.

OTHER PRESENTATIONS

Dr. Amitabh Mehrotra (Founder Secretary cum Director, SPARC-India) participated in various webinars and meetings which were organized by various organizations on virtual platforms. The list of them is given below:-

VIRTUAL NATIONAL CEREBRAL PALSY DAY CELEBRATION

National Institute of Empowerment of Persons with Multiple Disabilities (NIEPMD), Chennai celebrated National Cerebral Palsy Day 2021 through virtual mode on 3rd October 2021. The chief guest on the occasion was **Dr A. K. Purohit** (Neurosurgeon, Founder IFCP, IACP). **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India) gave a special address on Inclusion of CP. The topic of his presentation was “Inclusion of Children with CP”.



MEETING WITH OFFICIALS OF CHIEF ELECTORAL OFFICE

Dr Amitabh Mehrotra (Founder Secretary cum Director, SPARC-India) on 13th October 2021 attended the second round of meeting for making the forth coming legislative assembly election accessible for the persons with disabilities (PwDs). The meeting was held with the higher govt. officials of Chief Electoral Office in which govt. officials of various departments were present. The discussion took place and the Electoral Office showed on screen how to use the app through which any individual can register if their names did not appear in the voting list. The app has also a separate column for PwDs through which they can register themselves mentioning the special requirements according to which the electoral office can ensure their voting. The officers were telling that those PwDs who could come to the polling booth were most welcome but the alternative was casting the vote through ballot paper. The meeting of steering committee was attended by many CSOs.



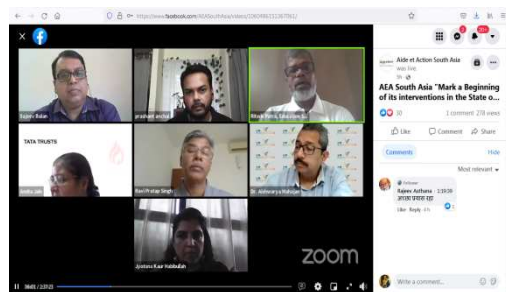
MEETING WITH THE BASIC SHIKSHA ADHIKARI, LUCKNOW

Dr Amitabh Mehrotra (Founder Secretary cum Director, SPARC-India) met with **Mr Vijay Pratap Singh** (Basic Shiksha Adkhikari (BSA), Lucknow) on 23rd October 2021 at Shiksha Bhawan, Lucknow. The main aim of the meeting was to garner permission to run the Inclusive Education Program in the 10 identified govt. primary schools of Lucknow. The BSA found the proposal very good and assured that the process of permission has been initiated.



WEBINAR CONDUCTED BY AIDE ET ACTION INTERNATIONAL

Dr Amitabh Mehrotra (Founder Secretary cum Director, SPARC-India) participated in a webinar on 23rd October 2021 which was conducted by Aide et Action International (AEAI) South Asia to announce a virtual launch of its programs in Uttar Pradesh. The main topic of discussion in the event was "Post Covid-19 Pandemic challenges of Education System and Ways to Accelerate Quality Education with Multiple Stakeholders". There was also an experience sharing session on making sustainable efforts to ensure the livelihood of youth on this occasion. **Mr Ravi Pratap Singh** (International Program Director, Aide et Action International and Regional Director, South Asia) and **Mr Prashant Kumar Anchal** (State Representative, Aide et Action International, Uttar Pradesh) were very happy with the work done by SPARC-India and showed interest in future collaboration with SPARC-India.



THIRD NATIONAL ADVISORY COMMITTEE (NAC) MEETING

The *third NAC meeting* was held virtually through Zoom on 16th November 2021. In which 5 NAC members were present including **Dr P. K. Seth**, **Dr Rajesh Tandon**, **Prof. Shalini Bharat**, **Mr V. N. Garg** and **Mr Nixon Joseph** along with **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India) and **Mr. Rajeev Sharma** (Treasurer, SPARC-India).

The Third Virtual National Advisory Committee Meeting started with greeting each other. *The main agenda of the meeting was the presentation of the Annual Report 2020-21 and discussion on ways to identify and approach funders for program funding and generation of corpus.*



- The meeting began with a welcome note by Dr Mehrotra and exchange of greetings between the NAC members who were present in the meeting. Dr Mehrotra welcomed Mr Joseph as it was his maiden NAC meeting. He also introduced everyone present to Mr Joseph.
- He then presented the Annual Report 2020-21 of SPARC-India. In the presentation Dr Mehrotra spoke about activities conducted during the FY 2020-21 along with issues and concerns faced by SPARC-India.
- He mentioned that SPARC-India has not paid salary for last 7-8 months. He said corpus is the only option to overcome our condition. He also mentioned that SPARC-India is connected to GLRA (German Leprosy Relief Association) and they have told that they would let us know if they identify any donor who could donate for corpus.
- Since the children studying at JKS are spastic and youths being trained are physically challenged hence for running JKS, SDP and CBR programs we need about 1.25 Crore in a year.
- Prof Bharat mentioned that CSR Funding does not take interest in creating endowments and there are only certain niche areas where they contribute but not in many others.
- Mr Joseph said that disability is supported by many CSR Foundations. But last year and this year most of the Funding is contributed towards COVID or Health. He also said that no CSR Foundation will give grants to build corpus but CSR Foundations give grants for various projects. He also said that a lot of networking is required to attract CSR funds.
- Dr Mehrotra requested everyone to attend the webinar series which SPARC-India would be hosting in collaboration with TISS, Mumbai
- Prof Bharat asked to tap local i.e. Lucknow based business / traders / business houses for creating corpus. An appeal could be made to them to donate for corpus in the name of SPARC-India.
- Dr Seth said that getting CSR funds is tough in these times. He too added to bank on local organizations first and then move outwards. He said once we get going in the first year and then only others will come forward to join in.
- Mr Garg said that creating of corpus looks very attractive but it is very difficult. The difficulty is inversely proportional to the usefulness. Corporate CSR funds may not be easily available for corpus fund generation. Only philanthropist can give money for generation of corpus. At present the best move should be to try to move forward with the traditional CSR funding sources, govt. etc for the ongoing projects and activities. At the same time we could try for generating corpus but it could not be the priority number one and should focus more on the ongoing projects.



- Prof Bharat requested Mr Joseph to suggest which CSR funding could be approached. She also asked to approach funders whose funding profile is more focused on specific issues like girl child (with disability) education or children (with disability) in rural area and approach them.
- Mr Sharma asked a question to the panel if other organizations are facing similar issue due to pandemic and how the other NGOs are managing it.
- Mr Joseph added that most of the NGOs are finding it challenging to raise funds. Many CSR donors are now focusing on COVID and health care and now even education is in a back seat. Once the things may get back to normal then probably the situation may change. Some CSR Foundations are supporting disability issue like SBI Foundation.
- Mr Joseph further added that there are some SBI subsidiary companies viz. SBI card, SBI capital markets etc. He said that he could try to connect SPARC-India to them. It all depends finally on the decision making authority. 1-2 Crore is a small amount for big companies viz. GAIL, ONGC, ICICI Foundation, SBI Foundation etc. He suggested continue follow up with the companies.
- Mr Joseph further added that Annual CSR policies for next year is normally finalized by the companies between January - March so we could follow up with the companies so that when they prepare annual policy they could include SPARC-India also and put some amount towards disability.

Dr Mehrotra informed everyone that the MOM of the meeting will be shared with the NAC members for their reflections. He also said that the Annual Report 2020-21 will be shared with the NAC members once it is finalized. Everyone requested not to change / postpone dates of the NAC meeting once it is finalized. In the end Dr Mehrotra thanked everyone for their presence and suggestions.

STATE LEVEL SEMINAR ON RIGHT TO EDUCATION ACT, 2009 AND NATIONAL EDUCATION POLICY, 2020

A *state level seminar* was held on right to education act, 2009 and national education policy, 2020 on 17th November 2020 which was organized by Jan Vikas Samiti,, Varanasi in collaboration with Composite Regional Center (CRC) for Skill Development, Rehabilitation and Empowerment of Persons with Disabilities at CRC, Lucknow. The

Chief Guest at the event was **Shri Manish Gupta** (Minister of State, Govt. of UP and Vice President Uttar Pradesh Traders Welfare Board). The event began with



lighting of the lamp by the chief guest which was followed by the felicitation of the guest with bouquet and memento. **Father Chetan** (Executive Director, Jan Vikas Samiti, Varanasi) gave a welcome speech. The other dignitaries present at the event were **Dr Uttam Ojha** (Convener, RCI) and **Dr Himanshu Das** (Director, PDUNIPPD (D), New Delhi), **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India). Dr Mehrotra laid emphasis on the NEP 2020 and mentioned that the provision was not there for facilities for neurological impaired children. He also spoke about his personal experiences. A vote of thanks was given by **Shri Ramesh Pandey** (Director, CRC, Lucknow). The inaugural session was followed by a session on Right to Education Act, 2009 which was delivered by **Mr Joju Verghese** (Associate General Manager, CRY, Mumbai and National Education Policy, 2020 by **Mrs Aloka Guha** (Ex Chairperson, National Trust). The sessions were followed by vote of thanks by **Mr Ranjeet Kumar Singh** (HOD, Capacity Building, Jan Vikas Samiti, Varanasi).

Ms Anju Tiwari (Special Educator, SPARC-India) and **Ms Roopanjali Singh** (Special Educator, SPARC-India) were also present at the meeting. About 150 participants participated in the seminar.

NASSCOM D&I WEBINAR

As a part of the Transgender Awareness Week, NASSCOM Diversity & Inclusion conducted a webinar on 'Equal Opportunities Policy - Refining D&I Policies for Organizations' on 25th November 2021 on Zoom platform. The panelists of the event were **Harish Iyer** (Head of Diversity, Equity and Inclusion, Axis Bank), Ms **Zainab Javed Patel** (Director Diversity and Inclusion, KPMG India) and **Mr Ramkrishna Sinha** (Co Founder, Pride Circle). The main aim of the webinar was to help the visibility of transgender, the issues faced by transgender and equal opportunity policy. **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC-India) participated in the webinar.



WORLD DISABILITY WEEK CELEBRATION

SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai **celebrated World Disability Week** virtually from 3rd – 7th December 2021 by conducting a series of *four webinars* and *a cultural event*.

Day 1 (Session 1)

In continuation with the Celebration of World Disability Week SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai, on 4th December 2021 conducted a webinar on “*A session for parents and care givers of children /*

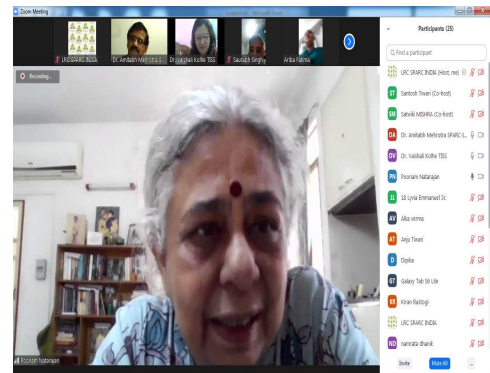
persons with neurological impairments". The guest speakers at the event were **Ms Poonam Natrajan** (Ex chairperson, National Trust) and **Dr Taral Nagda** (Director, Jupiter Gait Analysis).

Ms Natrajan spoke about "*Living independently in the community*" and said that we should consider the child as an individual and not differentiate between the physical and mental age. We should focus on child's abilities rather than disabilities of a child when thinking about the future of a child. Self esteem is very important for a child/person with disability.

Dr Nagda talked about "*Thinking smart in the management of Cerebral Palsy*". He said that how we look at disability, and understand, it is very important. Early intervention is very helpful in addressing the issue and reducing the intensity of the impact of disability.

Ms Nguyen Phuong Ha (Therapist, specialize for CP Children), who is also a mother of a child with disability, shared her experiences at the event which was followed by a brief Question and Answer session in which parents asked questions about their concerns with the guest speakers.

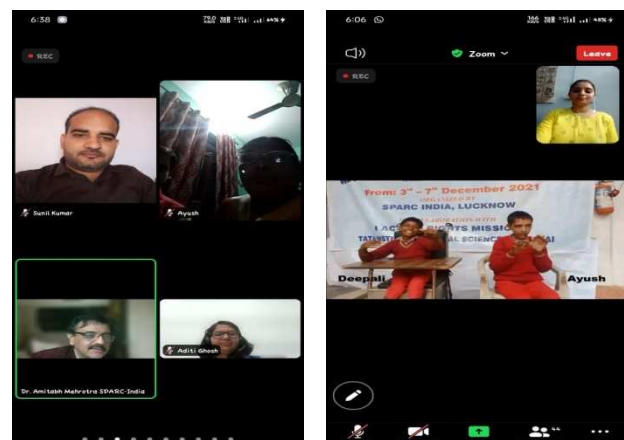
The chair at the event was **Dr Vaishali Kolhe** (Associate Professor, Centre for Disability Studies & Action, TISS, Mumbai). About 33 participants were present in the webinar including dignitaries, children with disabilities, their parents, youth with disabilities, students and staff of Centre for Disability Studies & Action, TISS and staff of SPARC-India.



Day 1 (Session 2)

A Virtual **Cultural Event** was organized by SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai on 4th December 2021 in the evening. The **Chief Guest** at the event was **Ms Aditi Ghosh** (Country Manager- India and Sri Lanka for Humanity & Inclusion) and the Guests of honor were **Prof. N. A. Gokran** (Ex Professor, TISS), **Mr Joachim** (Chief Manager, ICICI Bank Ltd.) and **Fr Matthew** (In-charge Department of Social Works, St. Thomas Province). The students of JKS and trainees of SDP Program presented their talent in the event.

Dr Amitabh Mehrotra (Founder Secretary cum Director, SPARC-India) welcomed all the guests. **Mr Uma Shankar Singh** (President, SPARC-India) in his presidential address motivated all the students and requested everyone attending the event to be more sensitive towards them. The cultural event began with '*Saraswati Vandana*' which was followed by fancy dress, poetry,



song and group dance presentations by children with disabilities of JKS and youths with disabilities of the SDP Program. Chief Guest Ms Ghosh was overwhelmed by the performances given by the students and greatly appreciated the work done by SPARC-India. In the end Dr Mehrotra thanked all the dignitaries present in the event for their time and motivation. About 44 participants were present in the event including dignitaries, children with disabilities, their parents, youth with disabilities, students and staff of Centre for Disability Studies & Action, TISS and staff of SPARC-India.

Day 2 (Session 1)



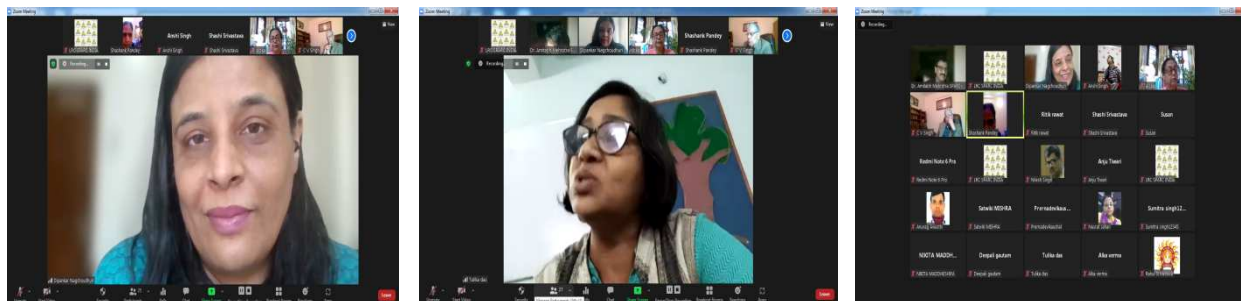
SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai, on 6th December 2021, conducted a webinar session on “*Quality of Education for PwDs and outcomes of the same with Emphasis on education of children with Neurological impairments*”. The guest speakers at the event were **Ms Aloka Guha** (Founder-Chairperson, National Trust for the Welfare of Person with Autism), **Ms Tulika Das** (Ex Chair Person National Trust) and **Dr Amitabh Mehrotra** (Founder

Secretary cum Director SPARC India). **Anshi Singh** (student of Vocational class, Jyoti Kiran School), **Pranjal Srivastava** (student of Block A, Jyoti Kiran School) and **Shashank Pandey** (Ex trainee, Skill Development and Placement Program) spoke about the issues they have been facing in gaining education and employment.

Ms Guha spoke about the topic “*Intra disability differences in access to education*” and said that system is often unable to retain a child with neurological disability, cerebral palsy, autism or multiple disabilities in schools and the rate of drop out is very high. Children with Autism and Cerebral palsy are the least represented in regular schools. Some may have access to regular school but they may not have access to curriculum. This is not just limited to India but can be observed globally. The teachers should understand the difference between equality and equity and provide it to all the students of their class whether a child with disability or a non-challenged child. RPwD Act 2016 and NEP 2020 if implemented properly can help us in creating an inclusive society.

Ms Das explained the topic “*Pandemic and education of Students with disabilities*” and said that the pandemic has taught us many lessons. Families of students either had no smart phones or the smart phones were used by the working parent who took them along to work so online classes could not happen for many children with disabilities. Parents often are also not educated enough to support their child. Proper nutrition, mental and physical health of children was compromised

during pandemic. Orientation program of the parent is very necessary and adaptation of curriculum and learning gap is necessary for fill the learning gaps. Community based approach and support is a must for moving forward once the pandemic is over.



Dr Mehrotra gave a presentation on “*NEP 2020: Focusing children with cerebral palsy / neurological disabilities*”. He spoke about his experiences along with the management and need for inclusive education for the overall growth of the society.

The chair at the event was Dr Madhura Nagchaudhari (Assistant Professor, Centre for Disability Studies and Action, TISS). About 27 participants were present in the event including dignitaries, children with disabilities, their parents, youth with disabilities, students and staff of Centre for Disability Studies & Action, TISS and staff of SPARC-India.

Day 2 (Session 2)

SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai, on 6th December 2021, conducted a webinar session on “***Accessible India***”. Guest of Honour at the event was **Dr Bipin Jojo** (Chairperson, Centre for Disability Studies and Action, TISS, Mumbai). The guest speakers at the event were **Prof Dr Kavita Murugkar** (Senior faculty, Dr Bhanuben Nanavati College of Architecture for Women (BNCA), Pune), **Mr Dhananjay Bhole** (Assistant Professor and Academic Coordinator, Centre for Disabilities and Inclusive Education, School of Education, Savitribai Phule Pune University, Pune) and **Mr P Rajasekharan** (Co-Founder of V-Shesh). **Ms Trupti Chordiya** (Graphic Designer, Para Swimmer & Wheelchair Basketball Player) was also present at the event.



Dr Murugkar spoke about “*Barrier free Environment*”. She said that Universal Accessibility is not limited to persons with disabilities but it should be for all. When impairment is faced with a barrier then disability is created. When barrier is converted to an accessible environment then inclusion is created. According to RPwD Act 2016 all the buildings should be accessible and it is mandatory to follow and not choice. If it is not followed it would be a breach of the Act.

Mr Bhole presented on “*Digital technology for Persons with Disabilities*”. He said that Universal design means designing of products or services should be for all type of users. Technology like booking cabs, e-governance, e-commerce, banking if are not accessible then a person with disability would have to take help due to which there would be security breach of a blind person. Media is mostly not accessible for a hearing impaired. I regard education, books, journals or online websites are hardly accessible for all. Technology is either not available or if it is there is no training on how to use technology. If work place has diversity and inclusion cell it could create an accessible environment for its employees. Access audit and remediation of the technology should be carried out to make it more accessible. Digital accessibility compliance should be for all not just persons with disabilities.

Mr Rajasekharan spoke on the topic “*Disability Inclusive Skill Development and Employment*”. He said that RPwD Act 2016 has moved from charity / welfare to Human Rights. According to Act the Private sector has to conform to accessibility norms as per time line, maintain records of persons with disabilities and accommodations provided to them, modify HR policies and revamp existing hiring policies, prohibit discrimination on the basis of disability etc. Accessibility to employment should be covering all the disabilities.

Dr Amitabh Mehrotra (Founder Secretary cum Director SPARC India) shared his life experiences. **Dr Vaishali Kolhe** (Associate Professor, Centre for Disability Studies & Action, TISS, Mumbai) chaired the event. About 18 participants were present in the event including dignitaries, children with disabilities, their parents, youth with disabilities of the SDP Program, students and staff of Centre for Disability Studies & Action, TISS and staff of SPARC-India.

Day 3 (Session 1)

SPARC-India in collaboration with I Access Rights Mission, Centre for Disability Studies & Action, TISS, Mumbai, on 7th December 2021 conducted a webinar session on “*Employability / Livelihood of youths with disabilities*”. The guest speakers at the event were **Ms. Mona Dave** (State Project Manager, Non-Farm livelihoods) and **Mr. Sanjay Pradhan** (Associate Vice President - Ampersand Group).

Ms. Dave spoke on topic “*Experience of Inclusion of person with Disability challenges, Skilling and Livelihood*”. She shared her experiences in formation of SHGs in 4 rural blocks of Rajasthan. SHGs a basically women based groups but they followed a process in which a person with disability irrespective of the gender or age or disability can be a part of the self help group.

Rehabilitation Resource persons who were part of the SHGs were formed and trained to identify the beneficiaries, link them with banks, other financial institutions and entitlements, help with home based basic therapies, medical camps etc. We should link PwDs more to the technical based skill development.

Mr. Pradhan gave a presentation on *“Digital technology for Persons with Disabilities”*. Opportunities regarding skill system are galore and all the states and corporate are doing very good job. He spoke about the different schemes of the government for promoting skill development and entrepreneurship of persons with disabilities. He also talked about generating local employment and self employment of persons with disabilities.

Dr Amitabh Mehrotra (Founder Secretary cum Director SPARC India) shared his experience of transitioning from a fully residential program to two month online and one month online program. He also added that through the SDP Program, 9 trainees have cleared job positions of various BPO's and Retail of Lucknow.

Mr Amit Sridhar (Missan Foundation) shared his experiences of establishing an NGO through which he trains neurological disorder people and has current vacancy of about 50 positions. He has 18 years of corporate experience. He himself is orthopedically challenged and has 2 blind, 2 mentally challenged, 2 able persons working in his foundation. He has taught SPSS, JAWS and other data analysis software to his trainees and have placed them in different corporate.



The chair of the webinar was **Dr Vaishali Kolhe** (Associate Professor, Centre for Disability Studies & Action, TISS, Mumbai). About 32 participants were present in the event including dignitaries, children with disabilities, their parents, youth with disabilities of the SDP Program, students and staff of Centre for Disability Studies & Action, TISS and staff of SPARC-India.

WEBINAR ON DIGITAL DIVYANG: ENABLED & EMPOWERED

Sarthak Educational Trust and National Abilympic Association of India organized the **8th National Conference on Disability** (Virtual) on 17th -18th December 2021 on Zoom. The topic of the webinar was **“role of accessibility for an inclusive ecosystem”**.



The panelists at the event were **Mr Pradeep Kumar** (FOSI, FIETE Scientists, DRDO, Ministry of Defence), **Mr Rajive Gulati** (Former Head, United Nations Technology Innovations Lab), **Mr Pranav Desai** (Founder ,Voice of SAP), **Dr. Jatinder Singh** (Assistant Secretary General, PHD Chamber of Commerce and Industry), **Dr Akila Surendran** (Senior Engineer in the Centre for Assistive Technology and Innovation,NISH), **Mr Hunny Bhagchandani** (Founder, Torchit Electronics Pvt. Ltd.), **Dr Amitabh Mehrotra** (Founder Secretary cum Director, SPARC India) and **Ms Shikha Banerjee** (Kolkata Board Member, Sarthak).

The main points of discussion were:

- What's your take on Accessible India Campaign?
- What could be a possible strategy to make accessibility a mass movement?
- How perceptual shift can be created & promoted - Accessibility being a tool for general welfare rather than additional cost to include a particular group (PwDs)
- Role of different stakeholders such as Educational Institutes, NGOs, Individuals and other stakeholders to ensure Accessibility.

Dr Mehrotra spoke about the need of Inclusive Education which can only be achieved when the system in general should be accessible. The problems are present in the grass root and hence we have to start from grass root. Through his personal experiences he explained the need for accessible environment in the society.

SUCCESS STORIES

JYOTI KIRAN SCHOOL

Pranjal Srivastava

Pranjal is a 14 year old boy who has **80% Cerebral Palsy**. His father is an Additional District Judge and mother is a teacher. He is a very shy boy and speaks very less. He had recognition of alphabets and could count 1 to 20. In the online class he was taught through real objects, clay, water painting, *akshar chakri* (Vowel and Consonant Recognition), pocket chart (month identification), communication board, sand painting, match stick, glass and other utensils. Pranjal has now started writing alphabets



and two letter words and numbers 1 to 20. He has also started writing alphabets in English and started cooperating fully in whatever activity is done.

He has started doing most of the work on his own (such as homework) and expresses desire to participate with interest in whatever activities are suggested and to repeat what he has learnt in school with his parents. Whatever Pranjal was taught in the online class, he re-practiced again in the offline class and the things he was not able to understand in the online class was taught in the offline classes. His parents say that he has learned a lot through online classes and is also becoming self-dependent. They are very satisfied and happy to see that he prefers doing his daily routine work by himself.

Ritik Rawat

Ritik is a 12 year old boy who has **90% Hearing Impairment**. His father is a laborer and mother is a housewife. He lives in a joint family. Jyoti Kiran School is his first school and he did not know how to recognize, read and write letters when he had joined it. He had lack of recognition of colors, lack of knowledge of time, lack of recognition of fruits and vegetables etc. There was no interruption of studies when online classes started due to COVID-19 pandemic and her mother took full interest in online classes with him.



He has shown great improvement in academics through online classes and has started communicating, writing and reading through sign language. Online speech therapy was also provided to him. Every Saturday he fully participates in the Saturday activity with the support of his parents and siblings. He understands his responsibility towards studies. Since the offline classes have started he is doing well in that too. What he was not able to understand through online class is now taught through offline class. Ritik's parents are happy to see a lot of improvement in him. He is regular in his classes and now he has started to understand his responsibilities.

Adarsh

Adarsh is a 13 year old boy who has **50% Intellectual Disability**. Both his parents are in private job. He lives in a nuclear family. Initially he had problem in speaking, he could not express himself in front of anyone and could not read or write anything, did not stay long at any place, always kept running and did not listen to anyone.

During the pandemic work was given to him through online class. Whatever was taught to him in the online class he did very carefully. He was also provided online speech therapy. Through the online classes he



has shown great improvement in his academics as he did not forget what he had learnt in school. In his offline classes he comes to school on time. He pays attention to whatever work is given to him in the class. Adarsh's parents are very satisfied to see the improvement in him. His parents are happy to see that he is excited to go to school and when he returns home he completes the homework which is given to him in the class.

Sandeep Nishad

Sandeep is a 21 year old boy who has **50% Cerebral Palsy**. He belongs to a low income family. His father died when he was young. He has 2 younger brothers and a younger sister. His brothers work as labourers. Sandeep is a very playful child and the behavior of all the people of the house towards him is good but he talks very less and pays less attention to what his mother and grandmother say.



After joining Jyoti Kiran School he was assessed and home visits were conducted to know more about him and accordingly his goals were determined. His vocational and academic plans were made and implemented. A lot of change was observed in Sandeep and now he has started listening to what his grandmother and mother have to say and shows interest in studies. His online classes could not be held regularly due to lack of mobile phone at home but whenever it was held he participated in it with interest. Ever since the offline classes have started he comes to school daily and shows interest in the academic work and craft work in the class. Sandeep's mother is happy that the offline classes have started as previously he would go out and wander outside but now he goes to school and when he returns home he sits down to do the work that is given to him in the school.

SKILL DEVELOPMENT AND PLACEMENT PROGRAM

NEETU

Neetu is a 24 year old girl. She has completed her graduation from C.S.J.M. University, Kanpur. She is having **80% Locomotor Disability** & belongs to Unnao. She loves to create & deliver *Shayari*. She has three members in her family. Her father is a farmer & mother is a homemaker. Her father is not very supportive due to which she wants to become self-dependant and lead a better life. She came to know about the three month training program through SPARC-India's Mobilizer.



She is an honest and a punctual girl. She always attended the online classes on time and always wanted to work on computer system. She said that before joining the training program, her life was very frustrating but after she joined the program she is happy to learn new things. Neetu was selected in Aegis (Startech Pvt Ltd.), Lucknow and has joined it after completing the process training. She is happy with her new job.

“I attended the online and offline classes at SPARC-India. I am very happy that I was selected in the Aegis interview. Now I want to follow this career path ahead.” says Neetu.

VINAY KUMAR MISHRA

Vinay Kumar Mishra is a 32 years old boy. He has completed his graduation from Y.D.P.G. College Lakhimpur Khiri. He is having **80% of Locomotor Disability** & belongs to District Sitapur. His hobby is watching cricket. He has 9 members in his family. His father is a farmer and mother is a housewife.



He is jovial and a bright students. He participated enthusiastically in all the class activities and was always ready to help others with their class work, homework and presentations. He is a punctual, self-motivated and a hard-working trainee. After attending the class he gained confidence to speak out & showed improvement in his verbal and presentation skills. He was selected in Aegis (Startech Pvt Ltd.), Lucknow as a Customer Care Executive. He was also selected in We Win Limited.

“I am very happy after getting a job. My future is bright now. I want to thank SPARC-India.” says Vinay Kumar.

PRERNA DEVI KAUSHAL

Prerna Devi Kaushal is a 19-year-old girl. She belongs to Unnao district. Prerna has **40% PPRP in right lower limb**. She has done Intermediate from Govt. Inter College Chamrouli, Unnao. Prerna's father is no more, & her mother is a homemaker. She has 3 brothers & 1 sister. Her family motivated & supported her for her education & further training. She had zeal in her to change her circumstances in a positive manner and wanted to support her family financially. She came to know about SPARC-India's 2-month online, & 1-month residential training program through a previous trainee of the program.



She is a very happy girl who loves stitching & tries to spread a smile everywhere she goes. She is also hardworking and curious. She always wanted to work with computer system. Prerna was

selected in Amartech Convergence India Private Limited, Lucknow as a Customer Care Executive.

“I am very happy that I completed training from SPARC-India. I am very thankful to SPARC-India” says Perna Devi Kaushal.

RAHUL SHARMA

Rahul Sharma is a 22-year-old boy. He belongs to Unnao district. Rahul has **60% PPRP in both of his lower limbs**. He has done Bachelor of Arts from Chhatrapati Shahu Ji Maharaj University, Kanpur. His father is a farmer & his mother is a homemaker. He belongs to a financial backward family. He loves to watch Cricket. He came to know about the training program through SPARC-India's Counselor.



Rahul is a bright student. He enthusiastically participated in all the class activities and was willing to help others at all times. Rahul cleared the interview at Amartech Convergence India Private Limited, Lucknow as a Customer Care Executive. He is happy with his new job.

“I am very happy after getting a job & will be supporting my family. I want to thank all my trainers. I will remain grateful to SPARC-India.” says Rahul Sharma
