

# 3<sup>rd</sup> National Conference on Disability

## Conference Proceedings

Theme: Inclusion to Empowerment

Organiser: Sarthak Educational Trust

# Inclusion is the Action : Empowerment is the Outcome

- Inclusion is direly needed in all walks of life, to create an environment for true empowerment of PwDs.
- Various Stakeholders have varied roles to play, to create this inclusive set-up and witness the betterment of social stature through 'Empowerment of PwDs'
- At 3<sup>rd</sup> National Conference on Disability, interactive Panel discussions were infused with ideas and approaches to create an Inclusive environment to attain real empowerment of PwDs with varied perspectives of PwDs, Government, Corporate, Civil Societies, and Media Houses.
- Representatives of different groups presented their views and opinions on Disability with great panache through captivating presentations, stories of progression and achievements, and videos.

# 3<sup>rd</sup> National Conference on Disability - Overview

- Inaugural Session
- 4 Panel Discussions
- Annual Report Release
- Announcement of the winner of Dr. M B Athreya Award 2016 (Ms. Meena Gupta for Recovery in motor disability and spasticity by employing repetitive Transcranial Magnetic Stimulation in spastic cerebral palsy)
- Announcement of the Life Time Achievement Award to Dr. Uma Tuli, Founder and Gen Secretary of Amar Jyoti Charitable Trust.
- Vote of Thanks

# Inaugural Session

## Panelist:

- Shri Manish Kumar, CEO, NSDC
- Shri Subodh Bhargava, Chairman, Tata Communications Limited
- Dr. Jitender Aggarwal, Founder & CEO, Sarthak Educational Trust
- Dr. M B Athreya, Mgmt Guru & Mentor, Sarthak Educational Trust
- Mr. Varun Bhati, Bronze Medalist, Rio Paralympics - 2016
- Shri Krishan Kalra, Former President, AIMA & Member, Sarthak Advisory Board ~ Moderator



# Glimpses of the Discussion

Some of the major points raised in the inaugural session are:

- Emphasis and promotion of self employment model in the contemporary society.
- Polish soft skills to enhance employability.
- Reservation of the PwDs workforce in private organization need to be quantified.
- Regressive advocacy and awareness campaigns will change the stigma associated with disability in the nation.

# Panel 1 :

## Triggering the Change : What CSR can do more for Disability Empowerment

### Panelists :

- Shri Awanish Kr. Awasthi, Joint Secy, Dept. of Disability Affairs
- Shri Anurag Pratap Singh, Head CSR, Capgemini India Pvt. Ltd.
- Shri Deepak Arora, Head CSR, Essar Foundation
- Shri Parul Soni, Managing Partner at Think Through Consulting
- Shri Sandeep Bhargava, VP, Vodafone & Member, Sarthak Advisory Board ~ Moderator





# Glimpses of the Discussion

- Scaling up of efforts for inclusion of PwDs in workplace opportunities is the need of the hour.
- CSR support is direly needed, in terms of concrete solutions to the problem, not in generality.
- CSR, financial support system is the lynchpin in the process of skilling and placement prospect generation for PwDs.
- In current scenario, government is also very keen to carve out facilitative environment for Divyangs.
- Perceptual barriers poses the biggest challenge in inclusion and thus, the solution lies in breaking it through sensitization and orientation.

# Panel 2 :

## Corporate Initiatives for Career/ Growth Prospects of PwDs

### Panelists:

- Smt. Nandini Mehta, Chief HR Officer, Landmark Group
- Shri Pankaj Gupta, Reg. Sr. Mgr, Talent Development & Culture, South Asia, Marriott International
- Smt. Aradhana Lal, Lemon Tree Hotels
- Shri Puspendra, VP HR, Vaibhav Global Ltd. Asia
- Shri S. M Gupta, Aegis Global Pvt Ltd ~ Moderator



# Glimpses of the Discussion

- 'Sab ka Saath, Sab ka Vikas' is only possible when society at large will involve in the mission of an Inclusive nation.
- New trades need to be explored in each department of the organization.
- Rapport building and following best practices will build relationships in long term.
- Pilot survey for employing PwDs in new organization changes the entire perspective of the employer.

# Panel 3 : Reflection of Disability Through Media : “ Speak of me as I am”

## Panelists :

- Ms. Shriya Saran, Bollywood Actress
- Shri Madhusudan Srinivas, NDTV
- Shri Abhishek Mehrotra, Samachar4media
- Shri T K Arun, Consulting Editor, Economic Times
- Ms. Sonal Khetarpal, Business Today
- Shri Arnab Dutta, Business Standard
- Ms. Shruti Pushkaran, Stratpost
- Ms. Radhika Ravi Ranjan, Digilogue
- Shri Supriyo Gupta, Torque Communications, and Advisory Board Member - Moderator



# Glimpses of the Discussion

- Media carries the power to uproot notion, stereotypes and prejudices attached with disability.
- Inclusion of PwDs is a complex issue and need proper addressing through varied means of media.
- Media must play facilitative role for sensitization and orientation for inclusion of PwDs in all walks of life.
- Media can promote and create a shift only when it is accessible to all, and needed to be worked upon.

# Panel 4: Experience Sharing by Super Idols

## Panelists :

- Shri Dinkar Sharma, International Singer
- Shri Sanjay Jha, Country Head – Process, Implementation & Business Development, Softage Information Technology Limited
- Shri Dinesh Kaushal
- Dr. V P Singh, Advisor, Patanjali & Member, Sarthak Advisory Board





# Glimpses of the Discussion:

- Perceptual shift and will-power can bring positive changes in the lives of persons with disability.
- Inclusive, facilitative, and motivating environment creates a pro environment to perceptual shift.
- Technological intervention and access paves the way for inclusive environment & equal opportunity environment.
- Patience, persistence, and dedication are the major ingredients of success stories.

# Event at a Glance

- During the deliberations and discussions in the Third National Conference on Disability, many suggestions and recommendations were coined up by the panelists and participants, few of them are listed hereunder;
- Electronic media platforms must be made more accessible and PwD friendly.
- Employment of PwDs in the Private Sector must be quantified.
- Corporate should set bigger targets in their annual CSR policy, and should thrive to achieve them in true sense.
- Vigorous mode of awareness and advocacy at the root level, in rural India need to be taken in the active mode; to widen the benefits of the various government policies drafted for the PwD group.
- Matching the skill set required in the industry with the course curriculum ensures employability of the candidates to a greater extent.

