



ENGAGE, ENVISION & EMPOWER

4th National Conference on Disability,
New Delhi. November 09, 2017



National Abilympic Association of India

Conference Proceedings

4th National Conference on Disability – Overview

- Inaugural Session & Setting the Theme
- Annual Report Release by Chief Guest Hon'ble Minister Shri Thaawar Chand Gehlot, Department of Social Justice & Empowerment & Guest of Honor, Dr. Anil Sahasrabudhhe ,Chairman, AICTE, & other dignitaries
- 5 Panel Discussions – Interaction with Government, Corporate, Academicians, Media, Persons with Disability, and their Parents
- Sarthak Lifetime Achievement Award was conferred upon Dr. Bhushan Punani, Executive Secretary, Blind People's Association
- Announcement of Sarthak Innovation Award - Ms. Surbhi Srivastava for Braille Reader
- Valedictory Session & Way Forward



Panel Discussion 1: Envisioning Inclusion Led Empowerment – Govt. & CSR Perspective

Panellist –

- Shri Mukesh Jain, CEO, National Trust
- Smt. Dolly Chakrabarty, JS, Department of Empowerment of Persons with Disability
- Shri Maneesh Garg, JS, Department of School Education & Literacy
- Shri Anurag Pratap, CSR Leader, Capgemini
- Shri Sandeep Bhargava, Executive VP – Corporate Affairs, Vodafone - Moderator





Highlights of the Session

- Since 2014 with the advent of new government, disability sector has witnessed various positive policy imperatives and we require a thrust to pull the corporate and government together to envision, and implement inclusion led Empowerment.
- CSR could be seen from pre and post 2014 time frames. As, In the year 2014, CSR has become the new board room discussion topic and imperative of putting 2% of Profit as reserved for CSR, instilled more force in it. Organizations and NGOs working in disability sector got much awaited voice and support system to take proactive measures.
- In the wake of considering 2% of profit as CSR fund, there is not less than 25,000 Crore CSR Fund to be spent in a strategic manner.



Highlights of the Session

- Ministry of Human Resource Development released a NGO-CSR portal, wherein, NGOs could showcase, their areas of work and achievements, and CSR could identify prospective projects wherein, they would like to usher support. The third partner is state government, which would act as facilitator for ensuring access and up-scaling.
- Schedule 7 of Company Act must be interpreted in a more liberal tone, so as to assure that even generic interest areas such as Health, Education, Women Empowerment also encompass some or other aspects of disability sector.
- CSR should not get itself restricted to fund allocation and financial audits, but social audit & convergence of resources should be considered as the lens to assess achievement of objectives.



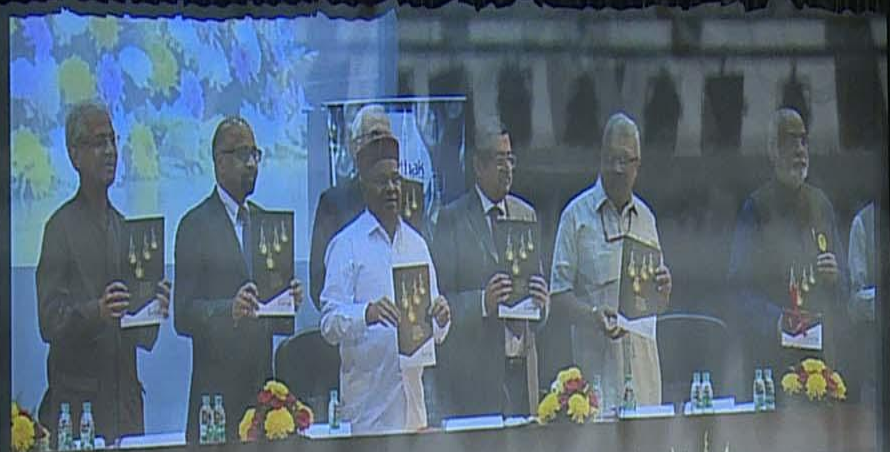
Inaugural Session:

Setting the Theme – Engage, Envision, & Empower

Panellist –

- Chief Guest, Hon'ble Minister Shri Thaawar Chand Gehlot, Department of Social Justice & Empowerment, Government of India
- Guest of Honor, Dr. Anil Sahasrabudhe, Chairman, AICTE
- Padma Bhushan Dr. M B Athreya, Mentor & Guru, Sarthak
- Dr. A K Dubey, Secretary, Department of Youth Affairs
- Dr. Jitender Aggarwal, Founder & CEO, Sarthak Educational Trust
- Shri Lov Verma, Ex Secretary, Dept. Of Empowerment of PwDs - Moderator





Highlights of the Session

- Envision, Engage, and Empower is the mantra of ensuring a shift in disability sector through concerted efforts from Government, NGO, and Corporate.
- Regular communication is direly needed between all stakeholders, to make one another aware of intent, interest areas and accordingly plan and work in sync.
- Individual and Corporate Social Responsibility has its origin in Indian culture, wherein, everyone believes in sensitized approach and the capable one contribute for general betterment.
- Emotional regulations i.e., Dharma is the need of the hour in support with legislatives and imperatives, wherein, Parents are the foremost stakeholder in the lives of PwDs chronologically followed by Doctors, Teachers, Trainers, Employers, and PwDs.



Highlights of the Session

- PwDs are excelling wherever they are provided a platform let it be winning 5 medals in Paralympics or winning Asia Blind Cricket Competition, 3 years in a row.
- India set a world record by distributing 6911 hearing aids in line with the parameters set by Guinness Book of world records.
- AICTE is ensuring accessible institutes through inclusion of accessibility parameters for new as well as existing institutes.
- AICTE could promote a Hardware Hackathon working on the lines of developing user friendly aids and assistive devices for PwDs.
- In line with Accessible India Campaign, National Institute Ranking Framework features dedicated points to Accessibility parameter as well, as it paves way for inclusion of PwDs in higher education.



Panel Discussion 2:

Corporate Leadership & PwD Engagement led Empowerment

Panellist –

- Dr. Prabodh Seth, Joint Secretary, Ministry of Social Justice & Empowerment
- Ms. Aradhana Lal, VP Sustainability Initiatives, Lemon Tree Hotels
- Shri Yuvaraj Srivastava, CHRO, Make My Trip
- Shri Subroto Ghosh, Director, Global Business Transformations, Barclays
- Dr. Snigdha Majumder, Director – Supply Chain Design and Strategy, Flipkart
- Shri Piyush Dutt, CHRO, Vishal Mega Mart
- Shri S. M. Gupta, Chief People Officer, Aegis - Moderator



Highlights of the Session

- Hiring of PwDs is a step towards ensuring inclusive and equal opportunity world for all.
- National Policy and initiatives are the inspiration source to facilitate a societal shift and its communication to all levels and stakeholders must be ensured to reach to aspired objectives.
- Disability sector offers transparency and instant outcome in some areas, for instance in last 3 years Government organized various camps to distribute aids and assistive devices, spent 500 crore for the benefit of 8 lakh PwDs, and immediately could witness PwDs using that aid.
- Hiring of PwDs is more of a business advantage rather than a philanthropic move by the organization owing to various advantages namely, increased morale, access to new pool of talent, enhanced creativity, and consumer benefit.



Highlights of the Session

- Envisioning hiring of PwDs, dedicated resources, sensitization, job mapping, partnering with NGOs, Government, Corporate, monitoring of traineeships, and scaling up is 7 step model of hiring PwDs.
- Job Mapping across sectors is highly required as various organizations are planning to hire PwDs in big numbers, and across job roles.
- Physical and technical accessibility at workplace based on micro detailing is required to assure inclusive environment for PwDs.
- Current time does not face the challenge of a policy or support system for hiring PwDs, but still what lies as the major challenges is developing an inclusive mindset and ensuring proper and sensitized behaviour at workplace.



Work or employment is one of the most important aspects of the lives of individuals, especially for the persons with disabilities and on 4th NCD Sarthak felicitated some of its hiring partners as 'Equal Opportunity Employers'.

- Accor
- Aegis
- Apollo Hospital
- Alpala India
- Amazon
- Andaz
- Being Human
- Capgemini
- E -vindhya
- Eureka forbes
- flipkart
- Gillard Elect. pvt. Ltd
- Ginger Hotel
- Hilton
- Holiday inn
- IHG- Crown plaza
- Indigo
- Kochar infotech
- Landmark
- Le meridien
- Lemon Tree
- Mahindra Finance
- Marks n spencer
- Make My Trip
- Reliance
- sodexo
- standard chartered
- Vertex
- Vishal Mega Mart
- Wipro Ltd.

Panel Discussion 3: International Innovation & Best Practices

Panellist –

- Dr. Nandini Chatterjee, Scientist, National Brain Research Centre
- Ms. Dorodi Sharma, Disability Right Specialist, UN Coordinator's Office
- Dr. Vaishali Kolhe, Chairperson, Centre for Disability Studies and Action, TISS
- Shri Krishan Kalra, Advisory Board Sarthak, President, NAAI - Moderator





Highlights of the Session

- This session discussed about international vision of disability and how the society and governments in other countries have responded to the issue of making PwDs equal partners in the development of their country.
- Disability is a part of diversity which needs to be addressed at every level.
- Certain types of disabilities are not being accounted for in surveys and Smart Cards & Census for the disabled people is the solution which was discussed across panels.
- All possible schemes of disability must be converged together, so as to reach to the maximum and create large scale impact.
- There should be a provision to start a disability studies curriculum across Universities, so as to create more change makers, and promote sensitization among all.



Highlights of the Session

- Disability policies may include gender and linguistic dimensions.
- '1 Access Rights Mission' at TISS, caters to students with disability at university level and includes designing individualized education plan and curriculum in tune with the needs of PwDs.
- Screen, Assess, Nurture, and Integrate is the four step model followed by MGIEP to identify and integrate children with learning disability.
- Inclusion of PwDs in mainstream labor market must be promoted to check 3-7% annual loss in GDP.



Panel Discussion 4:

Role of Media in Engaging, Envisioning, & Empowering PwDs

Panellist –

- Shri Joy Bhattacharjya, Project Director at LOC, FIFA U-17 World Cup
- Shri Saurabh Joshi, Founder Editor, StatPost
- Ms. Alokparna Das, Journalist, Teacher, Researcher, Observer Research Foundation
- Ms. Rana Siddiqui, Journalist, Author, Documentary Film Maker
- Radhika Ravi Rajan, Ex-Editor, Speaking Tree
- Shri Supriyo Gupta, CEO, Torque Communications – Moderator





Highlights of the Session

- Celebrity power must be used to promote disability policies, rights and create a sensitized approach among all, as people relate to celebrity faster than any other icon. However, the right choice of celebrity is of immense significance.
- There exist two extremes of disability portrayal one with the shades of pity, sympathy, fun, & heroism, and the other one having discrimination & emotional undertones, and the choice of using or other type simply depends on the purpose.
- Media is an umbrella term comprising news, information, advertisement, cinema, and radio, and social media. And social media must be leveraged to the maximum, so as to create a change through masses.



Highlights of the Session

- Legislation and media support together could create quick and steadfast changes by creating a platform for changes, and then letting people aware and participative.
- Media should be approached to cover human interest stories, for instance, Paralympics has been so successful this year, such stories should be promoted, to sensitize masses and motivate all.



Panel Discussion 5:

Journey of Champions: Experience Sharing by PwDs

Panellist –

- Shri Virender Singh, Deaflympics Gold Medalist, Wrestling
- Ms. Ira Singhal, Assistant Collector, Government of Delhi
- Shri Lokesh, Capgemini
- Shri George Abraham, CEO, Score Foundation - Moderator





Highlights of the Session

- PwDs form significant part of human resource and it is important to recognize and invest in them.
- Parents' support is of immense significance to keep PwDs motivated and high spirited. Combination of Parental support, self help, hard work, and dedication is the key to achieve aspired outcomes.
- The 5Ds of Determination, Dedication, Discipline, Desire and Direction are mantra to a successful life.
- Making ecosystem accessible is everyone's responsibility and not some or other sections of society. We could all start with having inclusive attitudes, and doing small changes in our vicinities to make it inclusive.
- Accessible Infrastructure and environment will meet most of the needs as maximum of the challenges are owing to limited or no access to opportunity and resources.



Valedictory Session & Way Forward

Speakers –

- Padma Bhushan Dr. M.B. Athreya, Mentor & Guru, Sarthak Educational Trust – Summary & Action Plan of 4th NCD
- Dr. M. P. Poonia, Vice Chairman, All India Council of Technical Education
- Dr. Bhushan Punani, Executive Secretary, Blind People's Association
- Shri Ranjan Chopra, CEO & MD, Team Computers Private Limited
- Dr. V. P. Singh, Advisory Board Sarthak, Advisor, Patanjali – Vote of Thanks
- Dr. Sudhir Gupta, Advisory Board Sarthak, Director, Cygnus Medicare
- Dr. Jitender Aggarwal, Founder & CEO, Sarthak Educational Trust





4th NCD at a Glance.....

During the deliberations and discussions during the 4th NCD, several ideas and initiatives were proposed by panellist and participants, and the key points are listed hereunder:

- Post expansion of purview of disability, actual PwD count and Smart Card is direly required.
- All the stakeholders from Government, Corporate, Media, Academics, and PwDs must work together and maintain regular communications to create steadfast changes.
- Social media channels must be extensively used to reach to the masses to create awareness, sensitization, and inclusion.
- Human Interest stories must be promoted, so as to derive motivation, as well as reaching to larger number of people.



4th NCD at a Glance.....

- For ensuring empowerment of PwDs in rural belts of India entrepreneurship of PwDs must be focused.
- Since new department has been set up in year 2012, Disability Sector witnessed a quantum leap such as accessible India Campaign, envisioning smart card for PwD count, expansion of categories of disability, sector skill council for PwDs, reservation of 5% & 4% for Higher education and employment respectively.
- General masses are not sensitized or aware of different provisions and rights of PwDs, and thus NGOs, and CSR must address this issue together in a targeted tone.
- The role of NGOs in the disability sector is the most significant one and to scale up their initiatives it calls for Government and CSR support system.



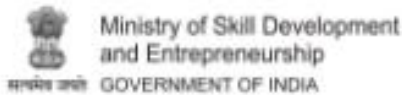




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