



SARTHAK 13TH FOUNDATION DAY

13 years of Inclusion & Empowerment



JULY 24, 2021
SARTHAK EDUCATIONAL TRUST

Sarthak's 13th Annual Day Program

Overview

On the occasion of Sarthak's 13th year annual anniversary, Sarthak held a day long panel discussions about pressing needs and requirements of the disability sector. This event brought national and global experts together to bring knowledge and practical wisdom to our audience to scale policies and programs for the disabled community.

These experts included senior bureaucrats, CSR leaders, Corporate, Champions with Disability, Senior Media Persons and international experts who had in-depth insights on the subject.

Six panel deliberations covered plans for bridging the physical, attitudinal and financial barriers in the line of inclusion of People with Disability through digital mediums. The panel discussion provided a forum for dialogue and learning to build capacity on the use of disciplinary knowledge and share best practices to comprehend the same in light of current law to further realize the need-based interventions and rights of persons with disability in India.

The panel discussions aimed to **bring best practices in the disability sector with reimagining disability in the context of the current legislation and policy framework to understand the diverse needs of the population of persons with disability.**

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| Panel 1 | CSR Strategy for building disability Inclusive and Sustainable World post COVID 19 |
| Panel 2 | Sarthak Foundation Day: 13 years of Inclusion & Empowerment |
| Panel 3 | Building Back Better: Disability Diversity and Inclusion |
| Panel 4 | Government & Corporate CSR Strategy for building disability Inclusive and Sustainable World post COVID 19 |
| Panel 5 | Power of Storytelling: Disability & Media |
| Panel 6 | Scaling Policies, Programs and Processes across Global organization |

Panel 1- CSR Strategy for building disability Inclusive and Sustainable World post COVID 19

The panel was directed towards understanding the current status and brainstorming the 'opportunities in adversity' for People with Disability (PwDs) due to the Pandemic. With Work-From-Home (WFH) now being accepted by employers as a new norm, what can be the change in hiring policies and redesigning of jobs which can be done by PwDs. The earlier 'challenge' of having to create an infrastructure for accessibility to the office for PwDs is much less now as they can work from home. Sarthak trainees have got jobs in reputed organizations and doing very well despite these trying times.



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CSR Strategy for building disability Inclusive and Sustainable World post COVID 19 (Session I)

Speakers:-



Anuradha Bhavnani
National Advisory Board
Member
Sarthak Educational Trust



Nusrat Pathan
Head CSR
HDFC



Rajashree Natarajan
CEO
Cognizant Foundation



Ashish Gupta
MDR
Credit Suisse



Archana Singh
Head CSR & Industry
Partnership
NSDC



Nitesh Ranjan
Executive Director
Union Bank of India



Atul Bhatnagar
National Advisory Board
Member
Sarthak Educational Trust

The Panel also aimed at real and long-lasting change that can be brought together for PwDs in the post COVID world. This requires a strong ecosystem aided by policy changes, transformative business practices and ethical contributions of corporate sectors.

Main Key Points from the Panel Session

- The ratio of the disabled women is increasing in the workforce, leading to more inclusive systems. This is the true fundamental meaning of diversity and inclusion.
- Union Bank of India (UBI) is the first bank in India to launch 'Talking ATMs'. Such an innovation promotes financial inclusion of PwDs in the country.

- Door-to-Door banking services are also provided by UBI to provide convenience to PwDs in accessing the banking system.
- Microsoft has taken active steps to use advanced technologies like Artificial Intelligence (AI) to promote Accessibility agenda for the company. They have also launched an app called 'Seeing AI' which is specially designed for visually impaired people.
- The developers all over the world are motivated and enthused to bridge the technological gaps that the people with disability face for a sustainable livelihood.
- Microsoft has pledged to touch the lives of 1 million lives of persons with disability and empower them with proper technological support.
- Credit Suisse has pledged to bridge the urban – rural gap by training women in rural areas. They have also led the transformation of schools in the most rural parts of India.
- HDFC aims to train 1,00,000 people, which also includes the people with disability.
- HDFC's Parivartan programs is showing great results in promoting diversity and inclusion especially in rural areas.
- NSDC has taken concrete steps to Train-the-trainers (ToT) for better quality of skilling to happen for PwDs. This leads to a more holistic approach for empowering PwDs and helps Sarthak and like minded organizations in their work.



Panel 2 - Sarthak Foundation Day: 13 years of Inclusion & Empowerment

Sarthak's Inaugural Panel. Defining the fundamental meaning of diversity and Inclusion.



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Sarthak Foundation Day: 13 years of Inclusion & Empowerment

Speakers:-



Shri Sanjiv Mehta
Chairman & Managing
Director
Hindustan Unilever Limited
(HUL)



Garima Gupta
Secretary
Department of Social
Welfare



Dr. Jitender Aggarwal
Founder & CEO
Sarthak Educational
Trust



**Padma Bhushan Dr MB
Athreya**
Mentor
Sarthak Educational Trust



Lov Verma
Former Secretary
DePwD



Krishan Kalra
National Advisory Board
Member
Sarthak Educational Trust



Ranjan Chopra
MD
Team Computers

Main Key points from the Panel :

- Greater technological intervention, developing SOPs, standard operating systems is of paramount importance for a stronger foundation of persons with disability In India.
- NGO capacity building is something that we all need to encourage.
- Products made by Persons with disability are highly encouraged with the help of different forums.
- The event also involved the launching of Rozgaar Saarthi, the one and only platform where Sarthak connects persons with disability (job seekers) to job vacancies. The initiative aims to remove the hassle of persons with disabilities.
- Announcement of the Sarthak's new vocational skill and sustainable employment centers in Ahmedabad, Varanasi and Thiruvananthapuram for maximum outreach.
- Urgent urge to make empowerment and inclusion of persons with disability 'Jan Aandolan' (people's movement) Mr. Lov Verma, former secretary, department of persons with disabilities,

- stressed on earmarking 1% of CSR spending on PSUs for the welfare of PWDs and a committee should be formed to identify NGOs working in this space for funding by PSUs.
- The importance of census was also laid importance on.



Panel 3 - Building Back Better: Disability Diversity and Inclusion

Taking initiatives for spearheading remarkable steps pertaining to the sensitization and job aggregation for persons with disability with the apprehension of COVID – 19



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Building Back Better: Disability Diversity and Inclusion

Speakers:-



Aradhana Lal
Vice President -
Brand, Communications &
Sustainability Initiatives
Lemon Tree Hotels



Priyanka Mohanty
Vice President-
Global Corporate HR &
Global Diversity & Inclusion
Startek



Manushree Singh
Diversity & Inclusion
Leader
Capgemini India



Shobha Ratna
Chief Operations
Officer and Head, HR
and Training
Aditya Birla Capital



Vinay Jaswal
Regional Director
Human Resources,
South West Asia
IHG



Siddharthan Muthuraj
Head of HR Operations
Reliance Retail



Dr. Sudhir Gupta
National Advisory Board
Member
Sarthak Educational Trust



Guneet Sethi
Director-HRD & CSR
Gilard Electronics Pvt Ltd.

Main Key points from the Discussion:

- Aditya Birla Group emphasizes on the social environment, infrastructure and assessment that is pivotal in the employment paradigm.
- Sharply identifying the roles of persons with disability under the category of positive discrimination is of paramount importance.
- Lemon tree hotels have reserved 16-17% of their workforce for persons with disability and for people with weak economic background.
- Reliance Retail has built the entire system very aggressively. It has also come up with a program called 'WE' that encourages Diversity and Inclusion. They have also come up with an initiative called 'Pal Saksham' that encourages persons with disability for various entrepreneurial jobs across India. They also emphasize on store manager training programs where they deliberate on training the persons with disability with the roles of the persons with disability.
- Startek emphasized on how imperative it is to set a proper budget for persons with disability so that each and every penny is utilized for the betterment of persons with disability.
- Disability and wellbeing network is one of the networks formed for bolder foundation of the disabled community.
- IHG focussed on opportunities created during COVID as it amplified the empathy factor. Further, the resilient behavior which contributes towards productivity of an employee.
- Gilard Electronics highlighted the importance of social inclusion of persons with disability. It offers employees with disabilities — whether visible or invisible — an equal opportunity to succeed, to learn, to be compensated fairly, and to advance. True inclusion is about embracing difference.



Panel 4 - Government & Corporate CSR Strategy for building disability Inclusive and Sustainable World- post COVID 19

Building disability inclusive and sustainable CSR practices to fully contribute to equality of opportunity and equitable outcomes for persons with disability in the post pandemic world.

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Government & Corporate CSR Strategy for building disability
Inclusive and Sustainable World post COVID 19

#EmpoweringLives

Speakers:-



Sonam Dubey
Vice President
Clarivate



Priyanka Bhushan
Head Human
Resources and
Administration
B4U



Sashidhar Vempala
Head
Communication &
Sustainability
Pernod Ricard



Ira Singhal
Joint Director
Department of
Social Welfare



Sandeep Bhargava
National Advisory
Board Member
Sarathak Educational
Trust

Main points from the discussion:

- The Department of Social Welfare has set up a forum for artists who are persons with disability so that they can display their talent on the widest canvas possible.
- The Department of Social Welfare has also set up various rehabilitation centers because the early the intervention, the early the identification.
- Importance of trainers of anganwadi workers and teachers for inclusive environments were highlighted.
- Job mapping must be done on the basis of the ability of the persons with disability that would help the society on large to break the norms associated with people with disability.
- Clarivate highlighted the challenge of the access to healthcare for persons with disability especially in the post covid-19 world.
- 84% persons of disability have been disrupted economically after the pandemic.
- Importance to resolve the virtual challenges for persons with disability were taken into account.



Glimpses from the Panel

Panel 5 - Power of Storytelling: Disability & Media

Role of Media in pivoting to leveraging lessons from the COVID-19 crisis for persons with disability and reaching out to maximum people for awareness and sensitization.



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Power of Storytelling : Disability & Media

#EmpoweringLives

Speakers:-



Divya
Senior Editor
The Indian
Express



Pavitra Chalam
Founder & Director
CurleyStreet
Media



Ravish Ranjan
Shukla
Senior Special
Correspondent'
NDTV



Shradha Chettri
Principal
Correspondent
Times of India



Rahul Gupta
Vice President
Axis Bank



Ajay Kanchan
Chief Editor &
CEO
Media Today

Main Points from the Discussion:

- A key driver of the change is the rise of digital storytelling. With immersive visual presentation and interactive features, digital stories have become key.
- A combination of several information dissemination media which is tailored to the specific situation can increase the efficiency of information dissemination and provide people with more time and more accurate information to be informed and make better decisions.
- The Rights of Persons with Disabilities can work as a tool to enhance the work of the media in promoting the rights of persons with disabilities, as well as to promoting their access to education, employment, health and other areas of development on an equal basis with others.



Panel 6 - Scaling Policies, Programs and Processes across Global Organization

Spawning the empowerment of persons with disability on a global level - addressing the socio-economic impacts on persons with disability in the post COVID- 19



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Scaling Policies, Programs and Processes across Global Organisation

Speakers:-



Ashruti Singh
International Advisory
Board Member
Sarthak Educational Trust



Kirk Adam
President and Chief
Executive Officer
American Foundation for
the Blind



Dorodi Sharma
Inclusive
Development Officer
International
Disability Alliance



Debasis Majumdar
Managing Director
Seed Maritime UK
Ltd.



Savita Sharma
Managing Director
Kranacx Canadian Inc



SJ Menon
International Advisory
Board Member
Sarthak Educational Trust



Siddhartha Rastogi
Managing Director
Ambit Capital



SK Gupta
Former DDG
Ministry of
Telecommunication

Main points from the Discussion:

- Whether abled or differently-abled, maintain your own LOCUS of CONTROL.
- Disability means diversity. They are equal, as equal as fully abled.
- Collaborate, collude, co-operate for Justice for everyone.
- Build your ability to take challenges. Show right behavior. Develop technical expertise so that you remain valuable.
- Move in the right direction, step by step, keep helping yourself and others. You will eventually win.
- Think highly, have huge goals, but live humbly with humility.



Glimpses from the panel