

14th Foundation Day of Sarthak Educational Trust

Azadi Ka Amrit Mahotsav – One day Convention on the theme:

Divyangjan Empowerment Journey from Amrit Mahotsav 2022 to Swarnim Bharat 2047

28th July, 2022

(10.00 am to 06:00 pm)

CSOI, Chanakyapuri, New Delhi

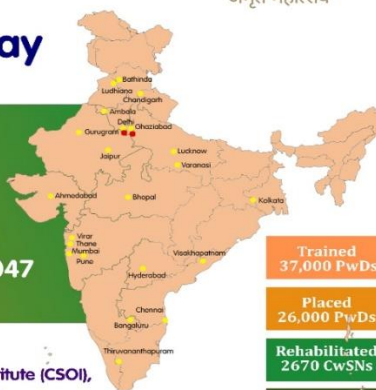
Website – www.sarthakindia.org



Sarthak 14th Foundation Day

Empowerment of 41000 PwDs

**Azadi Ka Amrit Mahotsav
One day convention on the theme:
Divyangjan Empowerment Journey from
Amrit Mahotsav 2022 to Swarnim Bharat 2047**



28th July, 2022

10:00 AM to 6:00 PM



**Civil Services Officers' Institute (CSOI),
Chanakyapuri, New Delhi**

Sarthak's 14th Annual Day

Program Overview

Sarthak celebrated 14 years of its foundation this July, and as a part of the celebration, organized a 1-day physical convention which included engagement of different stakeholders and Industry leaders from Corporate, Government Departments, Media, Civil Society organizations, Divyangjan, Parents, and others.

Panel 1 - Super Idol Divyangjans- Breaking Barriers- Celebrating empowerment journey on 75th AmritMahotsav A discussion having a tantalizing glimpse of the abilities and success of Divyangjans when provided with equal opportunities and their journey in their own words.

Panel 2 - Inaugural Panel - Divyangjan Empowerment Journey from Amrit Mahotsav 2022 to Swarnim Bharat 2047 Envisioning Swarnim Bharat – focused on the blueprint of the 'Amrit Kaal' – a roadmap towards India @100 aligned to the Prime Minister's vision of Bharat in 2047.

Panel 3 – Government and CSR Panel - New India @ 100 - Roadmap for an Accessible & Inclusive India- Atmanirbhar Bharat Discussion on pressing needs of Accessibility & Inclusion and Vital Sensitization for the general public & major interventions taken up by the Government and Corporate organizations in this regard.

Panel 4 – Employment & Entrepreneurship Panel - Digital Inclusion of Divyangjan - A Quick tool to create Big Change! Discussing how Corporate and NGO's like Sarthak and corporate are acting as catalysts in direction of mainstreaming PwDs.

Panel 5 - Media - Ideas & Strategies for effective usage of Media in promoting awareness of Disability Issues and Rights of Divyangjan Discussing How Media can be a voice of Divyangjans and accelerate the advocacy efforts of the key organizations in this mission.

Panel 1- Super Idol Divyangjans- Breaking Barriers- Celebrating empowerment journey on 75th AmritMahotsav

A discussion having a tantalizing glimpse of the abilities and success of Divyangjans when provided with equal opportunities and their journey in their own words.



PwDs from different disabilities & age groups shared their experiences and inspirational stories on how they broke the barriers of societal stereotypes.

Panelists:

<u>s.no</u>	Name	Designation & Organization
1	Padma Shri Dr. Niru Kumar	Board member- Election Commission, Founder - Ask insights
2	Mr. Rahul Gupta	Head - Financial Sponsors Coverage, Axis bank
3	Mr. Asif Iqbal	Associate Director, PWC India
4	Ms. Divya Pahilajani	Team lead TCS
5	Dr. Shruti Jain (Virtually)	Career Counselor, Mother of PwD
6	Dr. Sudhir Gupta (Moderator)	Sarhthak Advisory Board Member, Social Entrepreneur

Key Points:

1. There were no sensitization efforts in the past, society didn't accept the PwDs or even address their issues.
2. Working with a purpose in life and having the right attitude, helps manage the physical discomfort as well as reduces difficulties to get regular recognition for PwDs.
3. Make use of the quotas and reservations available to ensure inclusion.
4. PwDs should build trust with each other and try to solve their own problems.

5. PwDs do not need any sympathies or pity from the society, all they want is equal opportunities. They can be valuable contributors in the society, like any other taxpayer in the country.
6. There is a need to reduce digital disparity for PwDs in today's digitized world.
7. Parents of CwSN face lot of challenges due to lack of information and completely unorganized sector and they need to focus more on child's treatment and on how to make their journey easy and smooth.
8. It is very difficult to stay quiet and not answer back to mean comments.

Panel 2- Inaugural Panel - Divyangjan Empowerment Journey from Amrit Mahotsav 2022 to Swarnim Bharat 2047

Envisioning Swarnim Bharat – focused on the blueprint of the 'Amrit Kaal' — a roadmap towards India @100 aligned to the Prime Minister's vision of golden India in 2047.

- Awareness & Acceptance of Disabilities as new normal
- Creation of Accessible & Inclusive Education and Career Opportunities
- Enriching Social Life
- Representation and say for PwD requirements.

Panelists

<u>s.no</u>	Name	Designation & Organization
1	Dr. Jitender Aggarwal	Founder & CEO, Sarthak
2	Mr. Krishan Kalra	President- NAAI, Former President AIMA
3	Dr. M.B. Athreya	Padma Bhushan & Sarthak Mentor-Guru
4	Mr. Rajesh Yadav - Guest of Honour	Joint Secretary - Department of Disability Affairs
5	Shri Pradeep Kharola - Guest Of Honor	Chairman- National Recruitment Agency
6	Mr. Anurag Batra	Business World

7	Mr. Sandeep Bhargava	Sarthak Advisory Board member, VP NAAI
8	Mr. Lov Verma (Moderator)	Sarthak Advisory Board Member, Former Secretary, Govt of India

KEY POINTS:

Session started with the lighting of the lamp by the dignitaries.



1- For Accessible India Campaign proper implementation - a committee of Secretaries would be formed by DEPwD.

2- Sarthak Global Resource Center a one of its kind building which will have end to end all facilities related to Disability sector. The land has been allocated by Haryana Government in Sector-45, Gurugram.

3- In next 5 years, planning to provide careers in new domains and sectors through sector specific training should be the focus.

4- Aim for PwD to become Minister of Social Justice or Head, Department of Disability Affairs before Swarnim Bharat 2047.



- 5- DEPwD to discuss with State Governments and DOPT to add a clause in the Annual Performance Assessment Report (APAR) regarding the behavior of Govt. employees towards PwDs.
- 6- 20 departments under Union Govt. have to release their guidelines on disability. 7 have already issued the Gazette notifications related to disability, rest 13 working on it. Group of Secretaries are also working on it and it is regularly being reviewed with Cabinet Secretary.
- 7- MAHUA has passed guidelines regarding Personal Infra Space regarding housing. NITI has issued gazette notification.
- 8- DEPwD can share data of 75 lakh registered PwDs under UDID scheme with Sarthak to provide necessary support and employment to them.
- 9- The geographical distribution of DDRS Centers is not good, every District should have one Center along with an Early Intervention center.
- 10- North-East states are still deprived of the assistance for PwDs. Since Govt. cannot have its footprint everywhere, NGO's should come together with the Govt. and work for their empowerment.

Video of 14 candidates who will represent India in upcoming International Abilympics in France next year was played-

Link to view the video - <https://youtu.be/VkYYAIKvtXU>

Panel 3– Government and CSR Panel - New India @ 100 - Roadmap for an Accessible & Inclusive India- Atmanirbhar Bharat

Discussion on pressing needs of Accessibility & Inclusion and Vital Sensitization for the general public & major interventions taken up by the Government and corporate organizations -

- Accessibility & Inclusion - Physical Accessibility in line with the Accessible India Campaign or Sugamya Bharat Abhiyan, Attitudinal Accessibility by Sensitization and opportunity to interact and coexist in different spaces, let it be schools or colleges, workplaces or places of recreation.

- Inclusion- Building an all-inclusive India with equal rights and opportunities for Divyangs in all walks of life.
- Collaboratively working to establish the need for both – Job Readiness and Self Employment making PwDs atmanirbhar.

Panelists:

<u>s.no</u>	Name	Designation/Organization
<u>1</u>	Mr. Prakash Sharma (virtually)	CFO, NSDC
2	Mr. Ashok Emani	Principal ESG- NIIF
3	Ms. Manisha Patil (virtually)	CSR head- Amazon
4	Mr. Deepak Prabhu Matti (Virtually)	CSR Head-Mindtree
5	Mr. Sumit Kumar	CSR Head- Team computers
6	Mr. Atul Bhatnagar (Moderator)	Sarthak Advisory Board Member, Former COO, NSDC

KEY POINTS:

1. Swarnim Bharat 2047- work should start today onwards to achieve this dream through forming a joint roadmap by Govt., Corporate, CSR funders, and NGO's like Sarthak.
2. Organizations like Mindtree is ensuring continuous therapies of children with clubfoot disease, enabling them continue their education. Along with this, it is also working with the Govt. of Karnataka – Bal Bhavan Organization which exists in every city in India to provide ample play area to children, including creation of science parks, auditoriums, etc.

3. Themes like livelihood generation, communication development, environmental protection have no boundaries, hence PwDs should be involved through self-help groups or any other mediums.
4. PwDs are underestimated during the hiring process and considered incompetent as compared to non-disabled persons. There is a need to provide employable skills to PwDs and understand the importance of creating diversity in India.
5. Senior leadership should provide a mentoring support setup to PwD employees, with more IT organizations promoting work from home for PwDs.
6. Company like Amazon has ensured PwDs representation in seller community, with delivery partner's presence in 99 pin codes and has given skill building tool to 1000+ PwDs to upgrade their career development and give them a platform to grow.
7. In compliance of National Policy for skill development and entrepreneurship in 2015, Skill Council for PwDs was incepted as a national body to fulfil the mission of mainstreaming PwDs through skill training.



Brief description of Global Resource Center – A video of GRC was played showcasing the upcoming, one of its kind building in disability sector in Sector-45, Gurugram, Haryana. This unique infrastructure will provide end-to-end solutions related to research, innovation and accessibility, under a single roof nationally and globally.

Link to view the video - <https://youtu.be/KP6pbu2MR88>

Panel 4 – Employment & Entrepreneurship Panel - Digital Inclusion of Divyangjan - A Quick tool to create Big Change!

How Corporate and NGO's like Sarthak are acting as catalysts in direction of mainstreaming PwDs.

- Sarthak's innovations in enabling & empowering PwDs digitally— Digital Transformation from physically running centers during Covid & innovations such as CapSarathi app, RozgarSarathi- Online job portal, GyanSarathi- Upcoming E-LMS
- Government initiatives towards disability empowerment- Accessible India Campaign, Making Information, Communication and Technology Accessible, Revision & revamping of National Education Policy 2020
- Enabling Divyangs with required skills, enhancing the scope of their Employability & assisting them with it. • Guidance and support for Self Employment and Digital Literacy

Panelists:

<u>s.no</u>	Name	Designation
1	Amit Bansal	Head HR- Jio Smart Reliance
2	Priyanka Dass	Pan-India HR, Concentrix
3	Mr. Debasis Mazumdar (Virtruually)	Director, Sarthak UK
4	Mr. Sandeep Bhargava (Moderator)	Sarthak Advisory Board Member & VP NAAI

Key Points:

1. Employability has two aspects- employer and ability. More people and institutions should become employers for all without creating any exceptions.
2. Sensitization from childhood and respect for every individual should be practiced right from the beginning by all.
3. PwDs hired in retail vacancies in Jio Smart- Reliance, were the most productive employees.
4. Design trainings for all the employees through organizations like Sarthak to ensure that they are future ready and work ready.
5. Reliance has created an ERG team of 30 people called 'We Extraordinary' which promotes Inclusive work culture in the organization through sensitization and sign-language workshops for employees.
6. Disability awareness helps in subsiding stereotype mindset of society, providing opportunity for all to get involved and create a positive Inclusive society.
7. Govt. of UK has a National Disability Strategy and does a lot for the PwDs. Strategy was developed with inputs of more than 14000 PwDs and disability organization business policy experts.

Sarthak Vocational Skill Building Report- This detailed report on the Sarthak's three months free of cost JEET training program for youth with disabilities to upskill them as per market related job roles was released.

Link to view the report -

https://sarthakindia.org/reports_web/Sarthak_VocationalSkilling_Final_23072022.pdf

Panel 5 - Media - Ideas & Strategies for effective usage of Media in promoting awareness of Disability Issues and Rights of Divyangjan

How Media can be a voice of Divyangjans and accelerate the advocacy efforts of the key organizations in this mission.

- A channel to regularly get inside feeds and convert them to gripping stories
- Need for MEDIA LEADERS to take disability advocacy as a mission!
- To assist awareness and acceptance of disability, which will catalyze efforts in the line of policy planning as well as implementation.

Panelists:

<u>s.no</u>	Name	Designation
1	Mr. Ravish Ranjan Shukla	Senior Special Correspondent, NDTV
2	Mr. Supriyo Gupta, Moderator	CEO, Torque Communications
3	Mr. Abhishek Mehrotra	Editor, Business World
4	Ms. Gunjan Sharma	Journalist- PTI
5	Ms. Shreya Chatterjee	Journalist India Today
6	Mr. Sudhir Misra	Editor, Navbharat Times
7	Dr. Jitender Agarwal	Founder CEO, Sarthak

Key Points:

1. Media is not showcasing success stories of persons with disabilities, for which Sarthak has created a team to provide accessibility to such stories.
2. Companies are still not sensitized fully on talent of PwDs for employability, where media can play a very important role.
3. Accessible India Campaign was launched in 2015 in which till 2018, all railway stations and airports were supposed to be made accessible. However, it's 2022 and still the goals have not been achieved.
4. Institutes should work towards sensitizing journalists, editors, publishers by conducting sensitization workshops

5. Representation of PwDs is better in newspapers than digital media. Representation in newsrooms should be more, through ensuring inclusive environment for them.
6. Coverage of PwD issues are there only on three major occasions- Around the international day of disabilities, or whenever somebody from the disability community achieves something big and extraordinary, or when somebody from the PwD community represents India on an international level.
7. There are lack of resources to have dedicated disability Reporters and also lack in interests in Reporters to highlight PwD issues.
8. Organizations like Sarthak should try to meet Editor's and discuss about the issues of PwDs.
9. Stories on PwDs get lost in media houses due to more focus on commercial stories. PwDs should also be looked as commercial audience of the country. If media houses report for them, their audience would also increase, for which outlook needs to be changed.



Sarthak Early Intervention Report- The report showcasing the achievements and activities undertaken by Sarthak through its Early Intervention program to rehabilitate and counsel parents of Children with Special Needs (CwSN) was released.

Link to view the video -

https://sarthakindia.org/reports_web/Sarthak_EarlyIntervention_Final_edit001.pdf

Panel 6 - Valedictory Session, Conference Summary & Way forward

Panelist:

S.no.	Name	
1	Mr. Krishan Kalra (Moderator)	President- NAAI, Former President AIMA
2	Mr. Lov Verma	President- NAAI, Former President AIMA
3	Dr. M.B. Athreya (virtually)	Padma Bhushan & Sarthak Mentor-Guru
4	Dr. Jitender Aggarwal	Founder CEO, Sarthak
5	Hon'ble Union Minister- Retd. General V.K. Singh	Chief Guest
6	Mr. Sunil Pahilajani	Advisory Board Member, Sarthak

KEY POINTS:



Mr. Krishan Kalra summarized the day long panel discussions.

The address by the Chief Guest Gen. VK Singh highlighted some of the key issues -

1. There is a need to change the perception about PwDs through skill development, training and giving them suitable employment.
2. Instead of providing short term benefits like assistive aids and short term financial support, Govt. should work on skill development of PwDs and ensure their sustainable employment.
2. Special schools should focus on enhancing creative skills of CwSN.
3. Govt. departments should change its way of working to engage and involve more PwDs.



4. Govt. and NGO's should work together and provide better solutions in the disability sector.

Amrit Mahotsav and Sarthak's Foundation Day video was played, showcasing the 14 years journey of Sarthak along with success stories of 14 Sarthak beneficiaries (Alumni), who are successfully employed.

Link to view the video - <https://youtu.be/zLXDZEVEVmc>

The programme ended with rendition of National Anthem by speech and hearing impaired Sarthak Alumni, in sign language.

KEY ACTION POINTS

1. For proper implementation of Accessible India Campaign - a committee of Secretaries will be formed by DEPwD.
2. There is a need to reduce digital disparity for PwDs in today's digitized world. Steps should be taken to create more accessible digitally accessible platforms suitable for all disabilities.
3. In next 5 years, planning to provide career in new domains and sectors through sector specific training should be the focus.
4. Aim for PwD to become Minister of Social Justice or Head, Department of Disability Affairs before Swarnim Bharat 2047.
5. DEPwD to discuss with State Governments and DOPT to add a clause in the Annual Performance Assessment Report (APAR), regarding the behavior of

Govt. employees towards PwDs, as is being done in the case of SC/ST communities.

6. Sarthak can approach DEPwD to share details of 75 lakhs registered PwDs under UDID scheme and help provide necessary support and employment to them.
7. IT organizations should promote work from home models for PwDs, to ensure engagement of more PwDs who face mobility challenges.
8. Organizations like Sarthak should try to meet Editor's and discuss and highlight about the issues of PwDs in media.
9. Instead of providing short term benefits like distribution of assistive aids and short-term financial support to PwDs, Govt. should work on skill development and ensure their sustainable employment for long term financial stability.

