

**EMPOWERING
PERSONS WITH
DISABILITIES**



SEVA-IN-ACTION

**ANNUAL REPORT
2021-2022**



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Foreword

I am very happy to place in your hands the Annual Report of Seva-in-Action (SiA) for the year 2021-2022. This continued to be a difficult year, with the Covid Pandemic disrupting each and every aspect of one's life. However, despite all the setback, disruptions, and challenges, SiA continued to adapt and respond to the changing situation and has continued its activities in novel and creative ways to serve and empower Persons with Disabilities, especially those with Intellectual and Developmental Disabilities.

The online / hybrid route was utilised to reach out to clients and families to sustain educational, training, and other activities. Similarly, for the Quizabled Program, which is one of the flagship programs of SiA, it was successfully conducted virtually with a lot of innovations and adaptations. Job training and employment were other key areas of focus with many success stories. In fact, some innovative programs, activities and events such as revival of work skills, first aid training, puppet show, exhibition, summer camp and online training in self-advocacy were initiated. Inclusion and Inclusive Education continued to receive special attention and there were many contributions by the team as resource persons, experts and committee members. A brand-new website with a rich and interactive content has been put in place. SiA continued to collaborate with the concerned Government systems and Agencies

All these speaks of the sturdiness and resilience of SiA to carry on even in very difficult times. I, wholeheartedly thank and congratulate the dedicated and committed "Team SiA" for these achievements. This would not have been possible without their tireless, thoughtful and imaginative effort. We also are thankful to all our volunteers and stakeholders for engaging with us, for having travelled with us in the journey towards the "Empowerment of People with Disabilities."

A number of organisations have generously funded, contributed and supported our activities and programs. SiA gratefully acknowledges and thanks all the donors for recognising our work and supporting us. We assure them that their help will be put to good use.

Satish Chandra Girimaji

Chairperson

ON A PATH TO REACH OUR MISSION - *Empowering the Differently Abled*

Seva in Action firmly believes and works towards enabling and empowering Persons with Disabilities towards Self Independence and to instill the confidence in them to lead a life with Dignity and Respect.

Our framework directly aims at changing society's perception and response towards Persons with Disabilities, which sets sights on encompassing, focusing on the environment and the situation than having to emphasize on Individuals with Disabilities.

HIGHLIGHTS (2021-22)

During the year 2021-22, our beneficiaries benefitted immensely from the virtual training programs/events that were conducted by Seva in Action on a series of topics. Our resource persons and volunteers have contributed greatly to help us achieve this accomplishment.

----SKILL TRAINING PROGRAMS WERE CONDUCTED (TO MENTION EXACT NUMBER)
300 YOUNG ADULTS WITH DISABILITIES BENEFITTED OUT OF IT (TO MENTION EXACT NUMBER)
AROUND 100 VOLUNTEERS SUPPORTED AND CONTRIBUTED TOWARDS ACCOMPLISHING OUR MISSION
100 BENEFICIARIES WERE EQUIPPED WITH NEW AND BETTER LIFE SKILLS (MENTION EXACT NO)
1000 - TOTAL NUMBER OF VOLUNTEER HOURS (TO MENTION EXACT NUMBER OF HOURS)
100 – NUMBER OF BENEFICIARIES RECEIVED CERTIFICATES POST TRAINING (TO MENTION EXACT NOS)
FORMATION OF THE LOCAL PROJECT COMMITTEE THROUGH VIKAAS SCHEME OF THE NT

Three young adults with disabilities from SiA made a very important decision in their lives last year and also acquired the skills and confidence to make many other choices. One amongst them was a Choice to work and become Financially Independent. After receiving series of training from Seva in Action, they are currently employed in the banking sector with Wells Fargo, drawing a monthly salary of a minimum of Rupees Thirty Thousand. Many more trainees from SiA are successfully employed in the open market this year.

BENEFICIARIES RECEIVED EMPLOYABILITY TRAINING THIS YEAR

--- (NUMBER OF BENEFICIARIES) BENEFICIARIES WERE EMPLOYED IN THE OPEN MARKET

----(NO OF COMPANIES) NEW COMPANIES TOOK A STEP FORWARD TO RECRUIT EMPLOYEES FROM SEVA IN ACTION AND MAKE THEIR COMPANIES MORE INCLUSIVE

- SIA UPGRADED & EXPANDED ITS RETAIL & HOSPITALITY TRAINING LABS FOR PWIDDS AT SIA

- REGISTRATION UNDER THE BIG DONATION PROGRAM UNDER NASSCOM

Since our inception, we have been relentless in our efforts to make Accessibility and Inclusion a culture. RESEARCH and DEVELOPMENT in the field of Disability has taken shape to become a crucial element in our Mission. Many studies were taken up in the past and now, alongside working with Government systems to understand experiences of our people and that of their families, caregivers, changing perceptions, mind-sets and finally the role of our society in normalizing, making Accessibility and Inclusion an integral part of living.

- **RUMA BANERJEE- VICE CHAIRPERSON –(SIA) PROVIDES HER INSIGHTS AND CONSULTANCY SERVICES. (RESEARCH PAPER ON “EDUCATION OF CHILDREN WITH DISABILITIES” – A PROJECT OF TISS)**
- **RESOURCE PERSON FOR A TRAINING PROGRAM BY CLEAR ON TISSX AN ONLINE PLATFORM BY TISS.
ATTENDED EXECUTIVE COUNCIL MEETING AND GENERAL COUNCIL MEETING OF RCI FOR THE YEAR 2021-22]**
- **MANJULA NANJUNDAIAH WAS A RESOURCE PERSON FOR THE STATE LEVEL CAPACITY BUILDING OF BIERTs AND TRAINING ON INCLUSIVE EDUCATION HELD BY INDIAN SOCIAL INSTITUTE, BENGALURU BY SS-K , GOV**
- **MANAGEMENT AND FACULTY OF SEVA IN ACTION WERE A PART OF THE RESEARCH STUDY ON IMPACT ASSESMENT WHICH WAS CONDUCTED BY CENTER OF EXCELLENCE BY TEACHER EDUCATION – TISS, MUMBAI**
- **RUMA BANERJEE & MANJULA NANJUNDAIAH – (S.i.A) WORKED IN THE COMMITTEE CONSTITUTED BY GOK FOR WRITING POSITION PAPER ON INCLUSIVE EDUCATION**

BREAKING BARRIERS THROUGH THE QUIZABLED PLATFORM

- **VIRTUAL HOSTING OF QUIZABLED CONSEQUITVELY FOR THE SECOND TIME WAS HELD IN 2021-22**
- **A TOTAL NUMBER OF 1015 STUDENTS WITH DIVERSE ABILITIES PARTICIPATED ONLINE IN QUIZABLED 2021-22**
- **117 SCHOOLS, ORGANISATIONS WERE A PART OF THE EVENT**
- **PARTICIPATION FROM 12 NEW DISTRICTS ACROSS STATES OF KARNATAKA, TAMILNADU AND MAHARASTRA WERE A PART OF THE EVENT**
- **PARTICIPATION OF 157 STUDENTS WITH VISUAL IMPAIRMENT**
- **PARTICIPATION OF 148 STUDENTS WITH HEARING IMPAIRMENT**
- **PARTICIPATION OF 701 STUDENTS WITH INTELLECTUAL DISABILITY, CEREBRAL PALSY AND AUTISM**
- **GRAND FINALE OF QUIZABLED WAS VIRTUALLY HELD ON 12TH FEBRUARY 2022**

ABOUT SEVA-IN-ACTION

Seva-in-Action (SiA), is a voluntary organization which was established in the year 1985. SiA has the mission to Empower Persons with Disabilities and to create equitable opportunities for an “Inclusive Society”. Realizing the wide gap between the services available and services needed, SiA set out with the aim to identify and reach out with rehabilitation programs for children with disabilities (CWDs). With a very holistic approach, SiA works very closely with local communities to develop and implement socially, culturally and economically appropriate services. The entire program is based on demystifying and transferring technology in simple and relevant terms at the community level.

SiA is the member of Central Advisory Board for Disabilities (CABD) MSJE GOI which is responsible for advising the central government in implementing RPD in the year 2016. SiA is also in the Executive Committee of the ‘Samagra Shikshana’ in Karnataka (SS-K). SiA has been on various committees of the Central and State Government to develop policies and training programs. Seva-in-Action has also bagged many awards for its services in inclusive education and community-based rehabilitation from the Government of India and the State Government.

VISION: Excellence in serving the Differently Abled

The vision statement reflects the organization’s intent to deliver comprehensive and inclusive services in whole life perspective to PWD’s by creating affordable, accessible, appropriate, updated, evidence based and quality services & environment towards ensuring their rights and attainment of full potentials(capacity & performance).

Mission: Empowering the Differently Abled

Seva-in-Action is committed to empowering the Differently Abled by:

Creating a barrier free enabling environment & attitude in the community towards creating an inclusive society by collaborating with the Government and Non- Governmental agencies.

Ensuring equalization of opportunities

Human Resource Development towards early identification & intervention, education, skill development and inclusion.

Development of assistive technology as deemed required

Fulfil their rights & entitlements

Capacity building of PWDs and their families (Family and Social responsibilities)

Building adequate resources and such other activities deemed required to ensure sustainable implementation of Vision and Mission Goals.

ANOTHER YEAR OF TRANSFORMATION - 2021-22

One of our core principles has been to build and create equitable opportunities through our PROGRAMS for evolving an 'Inclusive Society'. Despite the Pandemic hitting us all hard, it has never prevented us from delivering our services to our stakeholders. It has rather been a continuous process to expand our capacities to address the needs of the beneficiaries and facilitate appropriate solutions that can create opportunities for children and adults with diverse abilities in several ways. It has brought together our stakeholders through a series of collaboration and partnership with focus on "Global Inclusion" as a whole.

Our current programs have been molded to support the Online/Hybrid model of training and strives to empower children and adults with diverse abilities by providing them a highly positive environment. Read on further to know more about our services and programs.

SEVA-IN-ACTION - SERVICES

ENABLING AND EMPOWERING PERSONS WITH INTELLECTUAL & DEVELOPMENTAL DISABILITIES TOWARDS SELF INDEPENDENCE.

HIGHLIGHTS

CULTIVATING A CONSCIOUS MIND THROUGH ART & YOGA!

Working in the disability sector for more than two decades and emphasizing Inclusion as the need of the hour, we at Seva in Action, have always been keen on organizing inclusive events. This year, on the occasion of International Day of Yoga a one-week camp, supported by the Multinational Corporation PayPal (in collaboration with Zuria, a Not-for-Profit organization) was organized.

Well-crafted virtual sessions were effective in helping students achieve a balanced state of mind, physical benefits for candidates with cerebral palsy and being an enjoyable experience on the whole. Self-reflection and personality development were combined to be a part of the session.

LEARNING THE MIGHTY MANTRA OF MANDALA ART THROUGH AN INTERFACE!

One of the objectives at S.i.A is to provide exposure to concepts and stimulate engagement in our trainees. Training programs that can be intertwined with life skills are conducted periodically. [The Mandala Art Training Program](#) is organized with the objective of skilling students in art and most importantly create an outlet to display their inherent creativity. The sessions are conducted virtually by a resource person from the [U.S.A.](#) The colorful wheels enable students to express themselves in a vibrant yet calm manner and has yielded therapeutic results and improvements in concentration, meditation and positive behavioural changes.

Feedback from a parent:

“Earlier Mr. Namish would run around frantically every 10- 15 minutes, after attending the Online Mandala art training program, he is now able to sit and work continuously for 2 to 3 hours”

A PATRIOTIC CELEBRATION- '75TH INDEPENDENCE DAY'!

We are always motivated to organize activities to ensure our beneficiaries are equipped with skills that they use on a daily basis. A Flag Making Workshop was conducted virtually on 14th August on the occasion of Independence Day.

The program also included a performance of the song 'Vande Mataram' by a professional singer. The singing activity acted as a great opportunity for vocal exercising for the students.

ENRICHMENT PROGRAM: FIRST AID TRAINING- LEARNING LIFE-SAVING SKILLS!

The significant impact of imparting practical life skills to children and adults with diverse abilities is renowned and acknowledged widely. It is aimed at preparing them to function as independently as possible and also strengthen their abilities and capabilities. Seva-in-Action organized a [First-Aid Training Session for both Students & Parents](#).

With an objective to equip students with some amount of basic knowledge and instructions to handle critical situations, they were trained on effectively. A pictorial PowerPoint presentation clearly demonstrated some relatively simple techniques and procedures to be carried out for the victim of injury or illness. The program also aimed at instilling confidence amongst students and their families aiming for a secure and safer environment.

ACCELERATING THE COVID- 19 VACCINATION DRIVE: #Protect Yourself #Protect Others #Get Immunized

[Seva-in-Action in association with Bruhat Bengaluru Mahanagara Palike \(BBMP\)](#) organized a vaccination drive on 26th May 2021, coordinated by Disability NGOs Alliance (DNA). During the drive, 140 plus people with disabilities were vaccinated free of cost, including their family members. The drive was organized around the time when there was an acute shortage of vaccines and vaccines were unaffordable for common people and it was efficiently conducted following all guidelines by the Government.

EMPOWERMENT THROUGH EMPLOYMENT!

Continuity in gaining skills during the online mode of learning has been one of the focus areas of all our services and is of utmost importance. We have made it a priority to foster development and growth by working on an individual basis. By providing necessary training, we work to accommodate each individual's specific needs, enhancing their skill sets

Our work also focusses on working along with Companies to help hire individuals with special needs. Seva-in-Action has placed three of its students with the Multinational Company 'Wells Fargo on a 6-month paid internship program. The interns were absorbed as permanent employees by the Company. The program has empowered and has created a means of financial support for them as well as their families

THE SPECTACULAR PUPPET SHOW: 'GIVING OPPORTUNITY FOR EVERYONE'!

Puppets shows offer children with disabilities an engaging way to interact and explore their knowledge and also develop communication skills. Seva-in-Action in coordination with an MNC PayPal organized a Puppet Show Storytelling Event.

CREATING A POSITIVE CHANGE THROUGH THE SELF-ADVOCACY TRAINING PROGRAM!

The two-fold objective of the self-advocacy program is to educate the people with disabilities on their rights and responsibilities and secondly improve the ability to speak up for themselves among PWIDDs. The program is carried out in collaboration with PARIVAAR - National Federation of Parents Association.

Along with activities and theoretical inputs, students were also given self-assessments like word building, sentence formation, and tenses exercises. The activities facilitated the development of attitudes and knowledge for its practical application.

SOCIAL SENSITIZATION TOWARDS INCLUSION – THE NEED OF THE HOUR!

We believe in promoting Inclusion and Equality by making a meaningful impact through exposure programs. Students from AMITY Global Business School, AMITY University, Koramangala, Bengaluru visited Seva-in-Action Organization on 28th Feb 2022.

The interaction between the volunteers and our trainees created a space to showcase the talents of the trainees allowing a change in the perspectives positively.

Main Focus on activities which enables a ‘Multi-Sensory Approach’ to learning thus helping in development of fine motor skills while simultaneously creating a sense of unity.

REVIVING WORK SKILLS POST PANDEMIC!

The Covid-19 pandemic hit hard across the globe making a distinct dip concerning accessibility of economic opportunities. But, the lock-down period was used constructively for training & continuation of skill based learning. After two years of the pandemic induced isolation, we received an order from the USA for Paper with Cloth Bags. It was great to see that the older students had retained their bag-making skills and they further taught them to the new students, their juniors as they collectively indulged in this task of bag making. The candidates completed & delivered the orders with high quality bags on time

SKILLS PUT TO USE DURING THE PHASE OF THE ORDER IN LINE

PEER TO PEER LEARNING IN THE WORKGROUP!

Trainees learning fine motor skills through Mithila/Madhubani Art Form

INCLUSION THROUGH WORK AND LIVELIHOOD!

Having access to Equal Employment Opportunities for individuals with disabilities is the one of the most integral part of our mission at Seva-in-Action. We saw our training come to fruition when three trainees from SiA got employed in a Multinational Corporation “Wells Fargo”, Bengaluru, permanently from March 2022 onward. Previously, they were trained for four months of employability skill development and had the opportunity to undergo three months of paid internship in the company, virtually. Their placement raises hope for equitable job opportunities for PWIDDs.

INTEGRATION THROUGH SUMMER CAMP

The summer camp is organized by Seva-in-Action every year. The main intention is to help them gain exposure and promote social integration. The Summer camp is for the students of SiA & is conducted by Interns of SiA who are various colleges across the country. Activities like recreation games, word building, yoga, food without fire, art & craft, etc. which help them with their daily Living Skills were organized this year from 18th to 29th of April 2022.

The last day of the summer camp was concluded with a big celebration of the trainees for their enthusiastic attitude which inspires us every single day. A variety of activities were organized including singing, dancing and even a fashion show. The show concluded with the Celebration of Seva-in-Action Day on the 29th April, 2022 with a great response both from students and families.

A STEP TOWARDS DIGITIZATION!

Taking a further step towards digitization we hosted the launching of Seva-in-Action website and Self Advocacy online training by the Secretary, of SiA, Mr. B.V Rajashekara Reddy.

EXHIBITION & SALE OF PRODUCTS HANDMADE BY TEAM SEVA-IN-ACTION!

A major sales exhibition of paper bags handmade by our trainees was held at the 24x7 Corporate Company, Bengaluru on 28th April 2022. To promote Inclusion and Interaction, a live workshop was also simultaneously held. The entire process of the making of a paper bag was displayed encouraging employees to participate. The workshop was a hit with a huge audience who participated in it and our trainees gained a strong sense of satisfaction and fulfilment from it.

SELF-ADVOCATES FROM SIA PARTICIPATE IN SAFI – 6TH NATIONAL CONVENTION AT PALAKKAD!

We believe that Advocacy for children/adults with disabilities is vitally important and it instils in them the confidence to build happy and successful lives in whichever way possible. In the spirit of bringing about social-awareness and emphasizing the rights of the differently abled, the 6th National Convention of Self Advocacy Forum of India (SAFI) was held at Yuvakshetra Institute of Management, Palakkad, Kerala on the 7th and 8th May 2022. From Karnataka, the convention saw the participation of nine self-advocates along with 3 mentors. Mr. Abhishek, the Joint Secretary of SAFI presented the annual report.

FESTIVALS ON THE VIRTUAL SPACE!

With partial lockdowns and strict guidelines from the Government, Team Seva-in-Action, complied with all the necessary protocols. Our festive celebrations were held virtually in a complete safe space with unlimited interaction and fun. The Traditional festival of Christmas and Holi were celebrated online through various presentations. Gift hampers from the MNC PayPal were distributed to all.

CSR ACTIVITIES:

At Seva in Action, we make use of every opportunity presented to 'Push for Inclusion'. We prioritize and encourage interaction with Employees and Staff from the working sector. We believe that this exposure is crucial. While these interactions help our beneficiaries to participate in work-based learning experiences, it also an opportunity to remove stigmas and encourage social integration.

This year, we had a numerous companies visiting Sevain Action and interacting with our team. The Production Unit of Seva in Action – RACHANA, showcases numerous handmade products made by our beneficiaries and these are retailed to the Corporates and to any person who are interested to buy them.

INCLUSIVE EDUCATION

Our commitment to prioritize “Inclusive Education” as a Long-Term Solution to bring about genuine changes for Children and Persons with Disabilities has been “Action in Progress” all along. While, Seva-in-Action emphasizes on promoting “Inclusion” as a mind-set we also have committed ourselves to ensure that we accomplish this through “Education”.

By advocating in a variety of ways through – Training, working with Teachers, helping schools adopt an Inclusive Curriculum and finally by working directly with the Government, we strive towards making Inclusive Education a reality. Create a Society where we can change mindsets and help children/adults of diverse abilities to lead a normal life.

Endorsing collaborations with Teacher Communities in Schools, Colleges and Research centres is extremely crucial from an Inclusive perspective. We, at Seva-in-Action look at it as a pathway to make and grow stronger teacher communities to promote integration. Our staff and members of the Management team have been constantly involved in revitalising and stimulating Research works and Projects, directly related to Inclusive Education.

From being involved in Research, designing/reframing curriculums in the grassroots levels of the Government systems, to collaborations with like-minded Organisations, we have welcomed opportunities for Professional Learning and Growth.

Our contribution towards Research and Development (Inclusive Education) are as follows:

RESEARCH PROJECTS:

Ruma Banerjee, Vice-Chair Person, Seva-in-Action was a consultant to the Clear Learning and Research (ClearR) on Inclusive Education, a project of TISS in collaboration with Cognizant Foundation.

AIM:

The aim of this research project was to ensure a more sustainable means of contributing to the knowledge and practice of Inclusive Education, with a special focus on the 'Education of Children with Disabilities'. The study was intended to go beyond ascertaining challenges and bottle-necks in teacher preparation and focus on specific areas and needs to inform teacher education, both at the systemic level and in the classroom contexts.

OBJECTIVES

- To develop Competency framework for preservice teacher education through desk review of different courses across the globe.
- To study the curriculum of pre-service teacher education programs being offered by NCTE and RCI vis-à-vis inclusive education, in terms of developing competencies for implementing IE.
- To assess the gaps in competencies required for human resource development and identify areas of priority for professional development.

HIGHLIGHTS:

Ruma Banerjee was also the Resource Person for the 6-week Postgraduate certificate course for practicing teachers, principal's educationist and special educators conducted under ClearR on TISS online platform by TISS.

The purpose of this training was to equip teachers with innovative ideas for developing inclusive classroom practices.

WORKING WITH THE GOVERNMENT SYSTEMS:

HIGHLIGHTS:

Ruma Banerjee was attended the executive council meeting and general council meetings of RCI to provide with suggestions for the revised training program in different disabilities.

AIM:

To provide with necessary suggestions to improve the quality of training programs and establish effective regulatory and monitoring systems by RCI for effective implementation of training programs by various organizations and institutions.

Manjula Nanjundaiah was invited as a Resource person to conduct two sessions on a three-day training program organised by Samagra Shikshana-Karnataka. The first day session was on "An Introduction to IE & 21 types of disabilities and the

second day session was on UDL Strategies.” This was a part of the State level capacity building of BIERTs from 34 Educational Districts of Karnataka in 3 days’ MRP training on inclusive Education (IE) held from 16th - 18th November 2021 at Indian Social Institute, Bengaluru by SS-K, GOK.

CONTRIBUTION TOWARDS NEP 2020

As part of NEP implementation, the Ministry of Education has initiated work on creating National and State Curriculum Frameworks for school education. In this regard, NCERT has identified around 25 topics for preparation of position papers which guide the NCFs and SCFs in different subjects. Inclusive Education was also selected as an important topic.

HIGHLIGHTS:

Manjula Nanjundaiah was invited by Vidya Bharati and Shikshana Sankula (Organisations workings in the field of Inclusive Education) for her comments from the perspective of NEP 2020, highlighting the issues in the state of Karnataka. She suggested strategies to bring reforms in the system which guide position papers for the State of Karnataka.

A write up of 2000 words on IE from the perspective of NEP 2020 as per their request was submitted by her.

Manjula Nanjundaiah & Ruma Banerjee from SiA worked in the committee constituted by the GOK for writing position paper on IE for inclusion of children from Socio-Economical Disadvantaged Groups (SEDGs). The committee works with an objective to formulate guidelines for implementing IE to further the intent of the NEP 2020 Karnataka State. (21st, November 2022)

SKILL DEVELOPMENT TRAINING & LIVELIHOOD OPPORTUNITIES’ UNIT AT SiA

The Skill Development and Livelihood Program was initiated with an aim to enhance employability skills for adolescents & young adults with Intellectual & Developmental Disabilities and increase employability skills.

The main target is to boost their potentials which would eventually assist them in obtaining gainful employment and also help having access to meaningful livelihood opportunities.

VIKAAS CENTRE –

The center aims at providing Pre-vocational & Vocational training to Adults with intellectual & developmental disabilities(PWIDDs) under the Vikaas Day Care Scheme.

LPC FORMATION AT SiA

The Local Project Committee (LPC) consisting of 12 members was formed at Seva-in-Action (SiA) as per the guidelines of the National Trust, Ministry of Social Justice & Empowerment, GOI. The purpose of the formation of the LPC was for the smooth implementation of the Vikaas Day Care Scheme at SiA & The National Trust made it mandatory for its Registered Organisations. The details of the LPC members as follows:

Sl.NO.	Name of the member	Designation	Occupation
1.	Dr. Satish Chandra Girimaji	Chairperson	Psychiatry Former Sr. Professor, NIMHANS, Bengaluru
2.	Beneficiaries’ parents Mrs. Manjula	Member	Cook (parent)

3.	Mrs. Padmavathi	Member	Tailor (parent)
4.	Mr. Manjunatha	Member	Asst Engineer, Kavika (parent)
5.	Mrs. Deepa	Member	Home maker(parent)
6.	Mrs. Gowramma	Member	Office Assistant (parent)
7.	Dr. Sivakumar Thanapal	Member	Additional Professor, Dept of Psychiatry, NIMHANS, Bengaluru
8.	Dr. Deepa Kulkarni	Member	Ayurveda Doctor
9.	Mrs. Smita Panduranga	Member	Advocate
10.	Mrs. Rekha Aravind	Member	School Teacher, Freedom International School
11.	Mrs. Bhagya Bhat	Member	School Teacher Govt High School
12.	Dr. K.M Ravikumar	Member	Professor and Director, The Oxford College of Engineering, Bengaluru

The first meeting was held on Saturday, 5th March 2022 on a blended mode and a report was submitted to the National Trust. Meetings are schedules to take place on every 2nd Saturday on a monthly basis.

REGISTRATION UNDER NASSCOM –11th & 21st JUNE 2021

SEVA-IN-ACTION WAS REGISTERED UNDER **THE BIG DONATIONS PROGRAM - NASSCOM (TO BENEFIT UNDER INFORMATION & PRODUCT OFFERED THROUGH THE BIG TECH PROGRAM)**

SOCIAL CATALYST FUNDS FROM LTI FOR UPGRADING TRAINING CENTERS:

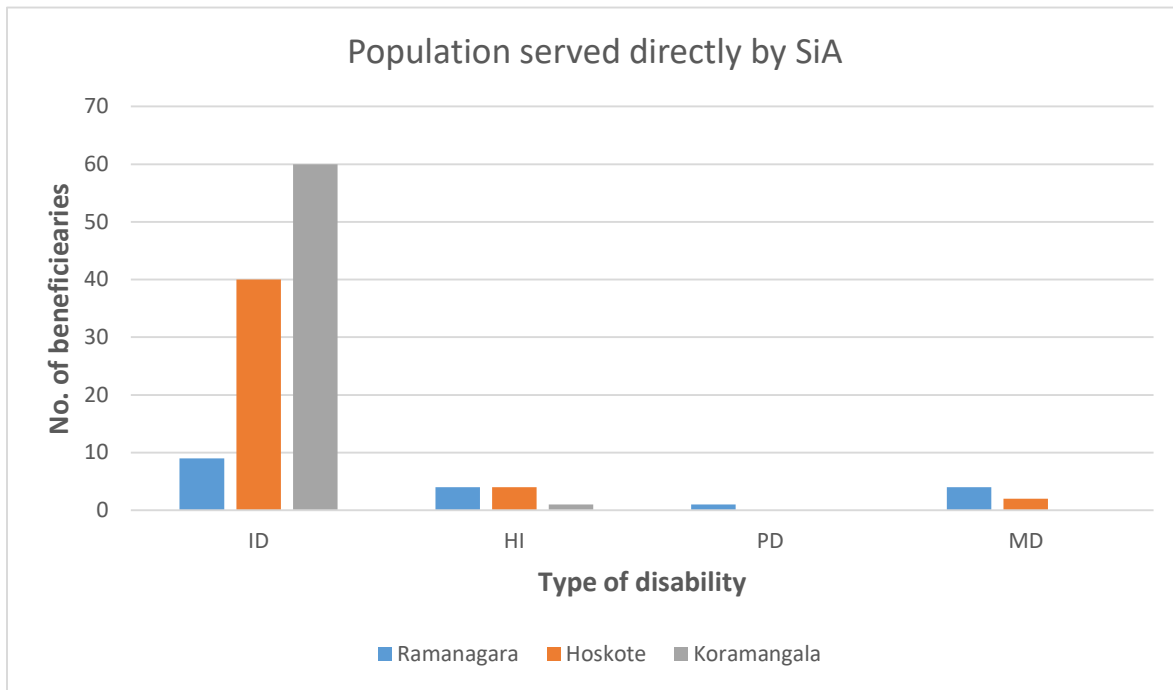
SiA upgraded & expanded its Retail & Hospitality Training labs for PWIDDs at SiA. An amount of Rupees One Lakh Ten Thousand was released on 20th, April, 2021 from the Social Catalyst Funds from LTI and also made use of part of the Social Catalyst Fund(SCF) to buy & set up a Gym equipment viz., Manual Tread Mill, Orbitrack & Multi Home Gym along with other therapeutic equipment at SiA for PWIDDs. Physical fitness remains a priority for PWIIDs along with focus on other important life skills such as - communication, personal hygiene, Self-grooming, to further support them in developing essential life skills which enables them to go out and work in the open market.

TABLE OF CONTENT DEPICTING TOTAL NUMBER OF CHILDREN YOUNG ADULTS SERVED FOR THE YEAR 2021-22

PLACE & SERVICE	ID	HI	PD	MD	TOTAL
Ramanagara			-		
Preparatory	02	01	-	01	04
Inclusive Education	03	03	01	02	09
Pre-Vocational Training	02	-	-	01	03
Skill Development & Livelihood	02				02
Total	09	04	01	04	18
Hoskote					
Preparatory	20	03	-	02	25
Pre-Vocational Training	16	01	-	-	17
Skill Development & Livelihood	04	-	-	-	04
Total	40	04	-	02	46
Koramangala					
Pre-Vocational Training	35	01	-	-	36
Livelihood/Employment	25	-	-	-	25

Total	60	01	-	-	61
NIRAMAYA Registrations & Renewals	455	-	-	-	455
Total					516
GRAND TOTAL					580

Intellectual Disability-ID, Autism-ASD, Hearing Impairment-HI, Physical Disability-PD, and Multiple Disability (MD)



SERVICE-WISE POPULATION SERVED ACROSS OUR RESOURCE CENTERS

SL.NO	RESOURCE CENTRES	PREP	IE	PRE-VOC TRG	SKILL DEV/VOC TRG	LIVELI - HOOD	OTHER SERVICES	TOTAL
1	Ramanagara	04	09	03	02	-	-	18
2	Hoskote	25	-	17	04	-	-	46
3	Koramangala	-	-	36	20	05	455	516
4	GRAND TOTAL	29	09	56	26	05	455	580

PREP – Preparatory

IE – Inclusive Education

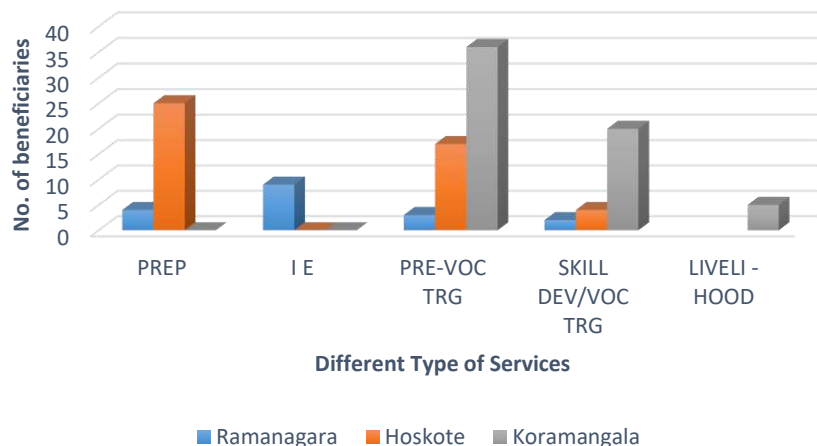
Pre-Voc Trg – Pre-vocational training

SSHSG – Supportive Service to High Support Group

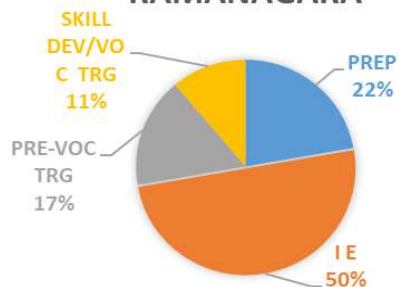
Skill Dev/VOC.TRG – Skill Development/Vocational Training

Other Services - assisting to avail Medical certificates, Registration under Niramaya Health Insurance Scheme, Govt facilities, etc. + reaching out people to involve them in our services through various activities

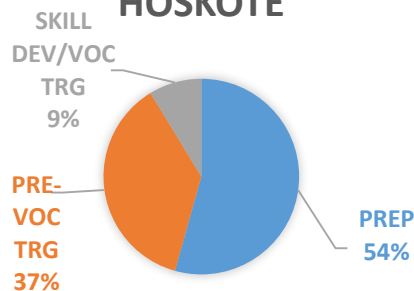
Service wise No. of beneficiaries



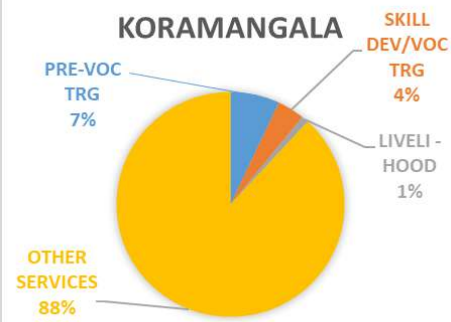
RAMANAGARA



HOSKOTE



KORAMANGALA



WEBINARS/SYMPOSIUM/WORKSHOPS/MEETINGS ATTENDED BY SIA TEAM

APRIL 2021–MARCH 2022

PURPOSE	DATE	VIRTUAL/PHYSICAL	ORGANISED BY
Ruma Banerjee, Vice –Chairperson – Seva in Action			
Executive committee meeting of RCI	!9th July 2021	Virtual	Rehabilitation council of India (RCI)
Speaker at Webinar “How Accessible is Education for Students with Visual Disabilities An Analysis of Digital Resources’ Report	April 2021	Virtual	Vidhi Centre for Legal Policy New Delhi
Virtual launch of Community Based Inclusive Development programme by, Union Minister, MSJE	10th May 2021	Virtual	RCI, MSJE
GC Meeting	14 May 2021	Virtual	RCI, MSJE

Executive committee meeting	7 th December 2021	Virtual	RCI, MSJE
Moderator for panel Discussion on Teacher competency Frame Work for Preservice Teachers in IE	23 rd December 2021	Virtual	TISS, Mumbai
Ms. Manjula Nanjundaiah, Director, Seva in Action			
Attended the workshop on “The Road Most Travelled: Using the Culturally Valued Analogue”	11 th August, 2021	Virtual	Keystone Institute India (KII), New Delhi
Attended the workshop on Planning for Change: Foundations of Person-Centered Work	24 th August 2021	Virtual	KII, New Delhi
Panel discussion on “Mental Healthcare Act 2017 and Non-Governmental Organizations working in Psychosocial Rehabilitation” held on by the Rehabilitation Psychiatry Speciality, Section IPS	25 th August 2021	Webinar	Indian Psychiatric Society
Participated in the Symposium on “Roadmap for an Inclusive School: Conceptualizing it within the NEP”	29 th September - 1 st October 2021	Virtual	Delhi Public School, Bengaluru North
Attended the workshop on “All Means All: A Workshop on Community Membership”	18 th October 2021	Virtual	KII, New Delhi
Attended the 1st meeting of the IEDSS Cell	16 th December 2021	Zoom	Samagra Shikshana - Karnataka, GOK
Attended the 4th Executive Committee (EC) meeting of Samagra Shikshana – Karnataka, GOK	9 th March 2022	Webex	Samagra Shikshana – Karnataka, GOK

ORGANIZATIONAL DEVELOPMENT

Seva-in-Action has always focused on Employee Development. Every staff member plays an important role in making Seva-in-Action function. We truly believe that in empowering them and making them feel valued at every given point. Their selfless contribution and dedication to our Organisation is unparalleled and we strive to motivate them, build their capacities through various training programs. Our Action Based Programs are as mentioned:

On the 23rd June, 2021 - Strategy Development for Seva-in-Action was done with the guidance of Sri. Prabhakarji (Past: Corporate General Manager - Head, Business Excellence - India (Retired), Bosch & at present: Director, 'The Professionals' Consultancy with a mission – Enabling Excellence). The SWOT & PESTEL Analysis for SiA was done and then listed down the Strategic Focusing Areas.

VISION, MISSION AND VALUES OF S.I.A WERE STATED:

VISION STATEMENT OF SEVA IN ACTION – “*Excellence in serving the Differently Abled*”

The vision statement reflects the Organization’s intent to deliver *comprehensive* and *inclusive* services in whole life perspective to persons with disabilities. By creating accessible, affordable, appropriate, applicable, updated, evidence based and quality services, products and environment towards ensuring their rights and attainment of full potentials (capacity and performance).

MISSION STATEMENT OF SEVA IN ACTION – “*Empowering the Differently abled*”

We are committed to empowering the differently abled (Divyanjan) by:

Working for a barrier free enabling environment & attitude in the community towards creating an inclusive society by collaborating with government and non-governmental agencies

Ensuring Equity & Equalization of opportunities

Human resource development towards early identification & intervention, education, skill development, employment and inclusion.

Development of assistive technology as deemed required

Promote Primary, Secondary & Tertiary Prevention

Fulfil their rights & entitlements

Capacity building of Divyangjan & their families (Family & Social responsibility)

Building adequate resources & such other activities deemed required to ensure sustainable implementation of Vision & Mission goal

VALUES OF SEVA-IN-ACTION

COMMITMENT:

We are committed to the cause of making a positive difference to the lives of differently abled in every action we take.

PASSION:

We are emotionally energized to work for differently abled.

RESPONSIBILITY:

We deem it as our obligation to fulfil the righteous expectations of differently abled.

SERVICE ORIENTATION:

We anticipate, recognize and meet the needs of differently abled, even when they are not explicit.

ROLES & RESPONSIBILITIES OF SIA STAFF: REWORKED BY THE MANAGEMENT

WEBSITE DEVELOPMENT

The SiA website was developed as an engaging website with the support of Socially Good which is a technology enabled online platform. SiA website currently looks at engaging with the stakeholders directly i.e. in engaging with its donors/beneficiaries/members of the Organization or even with collaborators working with corporators/other NGOs. SiA also seeks their support to get an e-Learning platform i.e. LMS with an intention to start online courses.

Mr. Arvind Raja from the Socially Good Organization conducted the Website Admin Training Session online for the SiA team comprising Girish, Thulasi & Manjula Nanjundaiah.

PROFESSIONAL DEVELOPMENT

INCLUSIVE EDUCATION (IE)

Manjula Nanjundaiah, Director of SiA was part of the Gateway's Virtual Professional Development Program 2021-22 focusing on IE with the vision of an inclusive society that ensures programs for

students with special needs. She attended 6 months' PDP course 26th June 2021 to 15th January 2022.

The Objectives of the Professional Development Programs (PDP):

- To build a deeper understanding of child development, the brain, and learning.
- To learn and apply instructional techniques for serving students with special needs in mainstream and special education settings.
- To strategically plan and develop developmentally appropriate programs for students with special needs.
- To engage in a cycle of continuous learning and inquiry through participation in Gateway's professional learning community

Certification Awarded:

Manjula Nanjundaiah completed the PDP course by attending 30 sessions and she was awarded total 27 badges by completing all the assignments, as well as the end of course presentation. She received a certificate from the Gateway School of Mumbai.

Outcome: Implementation of practices from the PDP Course in IE trg

Articles in Kannada by Manjula Nanjundaiah:

- An article on 'The Status of IE in Covid time & the coping with future' for Nanagu Shale" Newsletter, January 2022.
- Article on "Vocational Education for PWIDDs" for Manonandana Centre's Souvenir brought out to commemorate its 'Silver Jubilee Celebration'.

State level Capacity building training program on IE for BIERTs from 34 Educational Districts organised by the Samagra Shikshana, Govt. of Karnataka from 16th – 18th Nov'21 at ISI, B'luru

*Our commitment to “**INCLUSION and EMPOWERMENT**” of the Differently Abled Individuals have always been of utmost priority. Our core values and approach towards our programs have continued to foster the same. It is a culture, rather that is embedded deep in our roots and in how we work every day. We believe that we, have a very Unique Platform – “**QUIZABLED**”, and the responsibility to lead the pathway towards ‘**INCLUSION**’, that enables everyone to reach their full potential.*

Quizabled is a distinctive quizzing program for Children and Youth with diverse abilities, organized by Seva-in-Action, Bengaluru (S.i.A) and powered by Larsen and Toubro InfoTech Ltd (LTI). The event is designed to include five different categories of disability namely: *Intellectual Disability (ID), Cerebral Palsy (CP), Autism Spectrum Disorder (ASD), Visual Impairment (VI), & Hearing Impairment (HI)*.

Quizabled is first of its kind event to be held in the country and through its subsequent editions over the years provided with a platform and an opportunity to showcase their skills and knowledge and dispel the perceptions surrounding the learning abilities of participants with diverse abilities.

BACKGROUND:

Quizabled was conceptualized by Seva-in-Action in the year 2016 and was curated by 4 Edge Quizzing Solutions. The concept became a reality with LTI powering it since its inception. It is first of its kind in India, where children and youth with disabilities are given an opportunity to showcase knowledge and intellectual capabilities. It provides for a platform for knowledge development, to raise awareness about the potentials of children & youth with intellectual and developmental disabilities. Quizabled is held across districts of Karnataka, the State of TamilNadu (in collaboration with SPASTICS SOCIETY OF TAMILNADU, Chennai), Maharashtra (in collaboration with SUJAYA FOUNDATION, Mumbai).

REDEFINING QUIZABLED ON THE VIRTUAL SPACE: 7TH EDITION 2021-22

As schools remained partially closed during this year, “QUIZABLED- powered by LTI” was hosted on the virtual space for the second time during 2021-22. While “**ACCESSIBILITY**” significantly remained central throughout the event. We contemplated the task of reaching out to more number of schools in various districts across all three states and tasked the responsibility of operating, creating **VISIBILITY** and **IMPACT**, all on the virtual space.

THE RESPONSE WAS PHENOMENAL, WHERE 1115 STUDENTS WITH DIVERSE ABILITIES & 117 SCHOOLS, INSTITUTIONS SUCCESSFULLY TOOK PART VIRTUALLY ACROSS STATES OF KARNATAKA, TAMILNADU & MAHARASHTRA.

The Quizabled online interactive platform provides for an opportunity to exchange insights, gain knowledge and also establish a valuable connection. While participants geared up for upcoming rounds of Quizabled, the platform also allowed for plenty of interaction between Teachers, Professionals, Institutes and amongst peer groups.

THIS, WE LIKE TO PROUDLY STATE THAT IT IS ONE OF OUR TRANSFORMATIVE APPROACHES TO “ FACILITATE INCLUSION

Quizabled boasts of a platform which offers the ability to integrate and ramp up interactions with stakeholders. Quizabled being launched on the virtual space, it provided for an opportunity for networking and sensitization that surpassed limitations that we had initially assessed

THE GRANDFINALE QUIZABLED (2021-22)

Seva-in-Action alongside NGO partners hosted the virtual event at their respective centres. Quiz Master, Mr. Himadri Banerjee, from 4Edge Quizzing Solutions, conducted the Quiz in Karnataka & Mumbai. Quiz Master, Surya Narayan from Catalyst Quiz Corp conducted the virtual quiz in Tamil Nadu on 25th January 2022 through the Zoom App.

OCUS ON RESEARCH AND DEVELOPMENT

IMPACT ASSESSMENT – QUIZABLED

An Impact Assessment for the Quizabled Program was conducted by The Centre of Excellence in Teacher Education (CETE) at the TISS, Mumbai. It aims to enable quality education for all children in India -through professional development of teachers and create an impact in the education space. The purpose of the assessment was to understand how the platform 'Quizabled' has enabled knowledge development of children with disabilities through quizzing and raised awareness regarding valuing diversities in the society.

PARAMETERS: Equality of opportunities, Non-Discrimination, Awareness Raising and Inclusion

OBJECTIVES:

- To assess the impact of learning and socialization through quizzing in children across disabilities from rural and urban areas, special schools, inclusive & residential schools of Karnataka (6 districts) Tamil Nadu (6 districts) and Mumbai.
- Experience of teachers and parents towards children and youths with disabilities.
- Impact on schools due to children participating in Quizabled
- Changes in attitude among LTI volunteers towards children with disabilities
- Understanding the difference in levels of participation and learning experience of children with intellectual and developmental disabilities (autism & Cerebral palsy), blind and hearing impaired through quizzing

ASSESSMENT METHODS:

The impact of Quizabled was ascertained through interviews and focused group discussions held with the key stakeholders: teachers, LTI students, parents and NGO partners.

FINDINGS:

Quizabled provides for an Inclusive environment for PWDs to perform to their fullest potentials.

The platform dispels predominant notions of learning capabilities of CWDs and has enabled participants to challenge discrimination surrounding learning capabilities

Provides for equal opportunities for all instilling confidence and self-esteem of participants and their parents too

Perceptions of stakeholders underwent significant and positive changes after watching the participants during the event.

We fiercely believe in the power of “Knowledge” as a way to amplify voices of individuals with diverse abilities and also to build “Inclusion” as a “Mind-set”. As Seva in Action, works towards ensuring that this becomes a reality on the whole, “Quizabled” indeed offers a prominent platform where everything starts and ends with: “A Positive Change in Mind-set”.

[We thank all our donors for recognising our work and supporting us.](#)

Funding Support for the FY2021-22

LARSEN & TOUBRO INFOTECH LIMITED for the Quizabled project

Collective Good Foundation for expanding the skill development trg labs and setting up the gym equipment for students from the Skill development training unit of SiA

Enable India for the Skill development Project

Saksham for the Digitization Project & Teaching & Learning material

Individual Donors

Smt. Vijaya Yakkundi

Smt. Veena K.

Smt. Geeta Lokanath

Smt. Vanajamma K

Sri. Krishnappa D.V

We appreciate our Volunteers

PayPal

BOARD OF MANAGEMENT

(As on 31st March 2022)

Sl. No.	Name & Address	Designation
1.	Dr. Shri Satish Chandra Girimaji # 17 Type 5Th Block, NIMHANS QTRS, Byrasandra, Jayanagar 1st Block East Bangalore-560011	Chairperson
2.	Smt. Ruma Banerjee B 307, Casa Ansal Apartment, J.P.Nagar 3 rd phase, Bangalore – 560078	Vice Chairperson
3.	Shri. B.V. Rajashekar Reddy No. 2271, 16th cross, 24th main, 1st sector, H.S.R Layout, Bangalore – 560102	Secretary
4.	Shri.D.V. Krishanappa # 10, 15/A, Hosapalya Mangammanaplaya Main Road, Yellukunte, Bengaluru-560068	Joint Secretary
5.	Shri. B.G. Anirudh D. No 101, Manthri Elite Apartment, Bannerghatta Main Road, Bangalore -560076	Treasurer
6.	Smt. Gayathri Gopinath No.1138, 14th main, 21st cross, 3rd sector, H.S.R Layout, Bangalore – 560102	Member
7.	Shri. J.S. Nagabhushan No.201, 4 th main, Samrudhi Enclave, Subramanyapura post, Bangalore – 560061	Member
8.	Shri. S. Rajanna, # 54, 1 st Main, 2 nd Cross 3 rd phase, 4 th block Bsk 3 rd stage, Bangalore-560085	Member
9.	Shri. U.N Mahesh Karanth 3 216,4 th cross,19 th Main,6 th Block, Near Beyhany School, Koramangala, Bangalore-560095	Member
10.	A Ravichandra Rao #248, 27 th main Road 7 th a cross, Agara HSR layout, Bangalore -560102	Member
11.	M.J. Nataraj #330/B-4, Ghata Prabha National Game Housing Complex, Vivek Nagar, Koramangala, Bangalore 560047	Member

Collated by Manjula Nanjundaiah

Edited by Ksheera Subbaiah