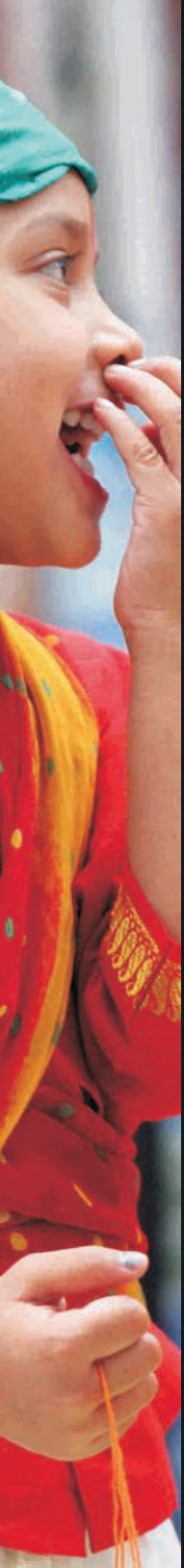




**Latika Roy Foundation** Annual Report 2010-2011




I have a song to sing O!  
Sing me your song, O!

It is sung with the ring  
of the songs maids sing  
who love with a love life-long, O!

~ W S Gilbert

The Latika Roy Foundation is a voluntary organization in Dehradun, India, working with children and adults with developmental disabilities. As a Resource Centre for People with Special Needs, we provide early intervention services, education, livelihoods, training and awareness. We believe when we plan for the most vulnerable, the world works better for everyone. Our rights-based approach challenges injustice and demonstrates how inclusion works.



**Our mission is to make Uttarakhand a model state for the nation, a place where inclusion is not debated - it's just the way things work.**

This year's big news is the Doon EIC - the Foundation's first formal engagement with the government. In a Public Private Partnership, we have joined hands with the government of Uttarakhand to bring early intervention services to those children who need it most. Funded by the National Rural Health Mission, our program will provide assessments and a home management plan to very poor families from around the state.

The Doon EIC will be a state-of-the-art facility, housed in a purpose-built wing of the Doon Hospital, Uttarakhand's largest medical centre. Children from birth to age six will come with their parents for an intensive, one-week assessment by our inter-disciplinary team of specialists.

Construction is already well underway and we expect to open our doors to the first families in April 2011.

## A Birthday For The Babies of Uttarakhand

Ever since we started KarunaVihar, we've worried about the babies we never get to, the ones whose parents haven't heard of us, who have no idea that there is a whole world of possibility for their children. It happens because they don't have good doctors who know about early intervention and are willing to refer them to us, because they are too poor to see a doctor in the first place or because they live so far away from Dehradun it's as if they are in another country.



We worry about them partly because it's just not right that any child misses out on the chance to develop to his or her full potential and partly because the nation can't afford to lose what they have to offer.

All of our work with *anganwadi* staff and community health workers has been motivated by this concern: how can we let people – especially mothers – know about early intervention? How can we get to the babies before their parents give up on them? Because the first five years of life are amazing. And the first three are *crucial*.



Our early intervention centre began with a simple assumption, as articulated by its guiding spirit, the late Dr Linda Upadhyaya: "The most important professional in a child's care is the mother."

Our family-based program trains parents - usually Moms - to work with their own babies in a carefully designed plan to make the most of potential and ability. We look at what children can do, rather than what they can't. We create exercises, games and activities which are part of everyday routines yet which enhance communication, mobility and cognitive development.

As far as possible, we want the babies to have fun and the moms to not be burdened with additional responsibilities. So physio happens during the regular bath time; speech therapy occurs while Mom is making rotis or chopping vegetables.

Early intervention the way we do it is about enhancing regular, everyday life, making the most of ordinary opportunities - not about adding more tasks to an already packed day.

And it works. Over the years, we've seen babies learn to walk, talk and take turns. We've seen them learn to pay attention, adapt to their environments and play with their friends. Just as important, we've seen parents come to accept their children as they are, even when they don't learn to walk or talk or take turns.

If there is any miracle cure out there, early intervention may just be it. It's a sure-fire way to change attitudes before they get set in cement and the best antidote on the market to despair and pre-conceived ideas.

But we still worried about those babies whose parents hadn't heard of EI. What would happen to them?

The grant to open an Early Intervention Centre in Uttarakhand's biggest hospital - the government hospital, the one where everyone comes when they have a problem - is HUGE. You, our friends and supporters - who've believed in us from Day One - have reason to rejoice. Your belief has sparked a revolution. The State of Uttarakhand agrees with you.

We are building a state-of-the-art centre at the Doon Hospital which will cater to the needs of thousands of children in our state. Finally, our

dream of making Uttarakhand a model for the nation is coming true.

It's all happening here. (We need a speech therapist, a counselor, a developmental therapist and a special educator. Spread the word. It's all happening here.)



## If Tiles Could Talk

I've been thinking about tiles so much I see them in my dreams and talk about them in my sleep. We are building an Early Intervention Centre at the government run Doon Hospital. Building! We are building - from scratch! state-of-the-art! - one of our own centres right inside a government hospital. There are days when I go to the site and I am so overcome I just



stand there in a daze while everyone else moves purposefully around me.

You have to know, first, what a government hospital in India is like. The Doon Hospital has improved considerably since the first time I saw it over 20 years ago. Then there were open drains running along the corridors, the walls were stained red from people spitting paan juice on them, and the wards were stacked with people, sometimes lying three to a bed.

Now it is much cleaner and better organized, but those are relative terms. Glance out of any ward-window and you will still see piles of refuse rotting on the ledges. Walk past any bathroom and you still have to hold your breath to make it by without gagging. And step into any ward and you will still see patients lying in various levels of pain and suffering, huddled beneath flimsy blankets they had to bring in themselves from home. But all around them, as far as the eye can see, are miles and miles of white tile. It's a new innovation, meant to convey hospital-like cleanliness and hygiene, and, to a degree, it works. White tiles can be washed. Paan stains are regularly removed. Good move, Doc!

The tiles in our Early Intervention Centre are not white.



Red tiles in the kitchen.



A lovely golden and white in the counseling room-to-be.



And blue-ish purple tile for the children's play area:

Each room is different. Each room says that people are not all the same. The text of our tiles is a celebration of the unrepeatably special spark that lies within each child, just waiting to be fanned into flame.



And this is the real wonder. This is what amazes me. How did we slip this revolutionary idea past the white tile wallas, the ones who believe that all of India's problems will be solved by hygiene and systems and objectively verifiable indicators?

So ssshhh. Don't tell anyone. Those tiles are talking.

Your support has brought us here. The bricks and mortar, the cement, the window frames, the tiles on the floors - they are all being laid down and raised up because of YOU. You believed in our dreams, you had faith that we could do what we set out to do. You sent money, offered your time, gave us advice, trained us in what you know. You made it all possible.

So don't leave now! We're only just getting started. Our future plans include building another state-of-the-art institute for demonstration and training so that when families go home from the Doon EIC, they will find skilled professionals waiting in their own towns and villages. To make it happen, we need your support more than ever!

You can donate online at [latikaroy.org](http://latikaroy.org). Or send checks made out to Latika Roy Foundation to 369/1 Vasant Vihar Enclave, Dehradun, 248006 INDIA. (Donations in rupees qualify for 80G) For a tax deduction in the US, make checks out to Indians for Collective Action (Latika Roy in the Memo section!) and send c/o Abhay Bhushan, 3838 Mumford Place, Palo Alto, CA

And we "can no other answer make but thanks, and thanks and ever thanks." Where would we be without you?

## The Children, The Young Adults

The kids, as always, as ever, are our centre and our touchstone. If they are happy and flourishing, if they are learning and growing, we know we are ok.

The **CVT** came into its own this year under the able leadership of Shivani Kapoor, a born entrepreneur who is determined to make her project self-reliant. Each endeavor they initiated this year spun gold from straw: baking cookies, producing pickles and candles, stitching cloth bags, preparing meals for consultants and staff members, hosting volunteers in the building's guest room. All good. All gold. CVT dreams big and reaches for that far horizon.



## Making Cookies

Jessie Chatta, a volunteer who is simply too young to be as smart and mature as she is, spent four months with us this year. She was everywhere - a goldmine of ideas and energy for Latika Vihar, KV School and, most especially, the CVT. Living there as she did (that's where our guest room is), she never really stopped thinking about ways to make it better. And what could make it better than making cookies? Jessie started out just making them for fun, but quickly realized that this was something the trainees could do to earn money. So she taught some of the teachers and they passed the skills on to the kids.



Soon the CVT was a thriving bakery, with orders coming in every day for their signature oatmeal-raisin and sugar cookies. We've just submitted a proposal to fund a full-scale bakery, with a van we hope to equip as a traveling storefront, taking our cookies, breads and pastries to all the city hotspots. Watch this space. And keep an eye on that Jessie Chatta.

At **Karuna Vihar School**, our afternoon program which provides individual sessions to children in mainstream schools expanded significantly. It's our way of ensuring inclusion: by providing the remedial help some kids need but don't get in their own schools, we make it possible for them to stay with their classmates and succeed there. Intensive efforts began to help some of our afternoon children successfully make the transition to mainstream school. That meant



preliminary meetings with the concerned school principals and class teachers, then workshops for faculty and children and ongoing visits to trouble-shoot, encourage and nurture.

**Latika Vihar** has flourished this year through a new home-visit program - a first in LV's history. Staff members made it a point to visit each and every child at home over a period of weeks. The experience was revealing: some families we thought were too poor to pay the fees had cable television and a cell phone for every member. Helping the parents to see the value of paying for the services Latika Vihar offers gave us the chance to discuss the importance of play and creativity for children's development. It was also revealing for us in other ways: seeing the care some of our children take with their library books, for example, only to discover that they come from homes where there are no shelves or cupboards to keep things neatly and yet they still manage to do it.

Inclusion continues to be Latika Vihar's signature style: Every child is welcome. Every child is special. Every child is included.

## Lord of the Dance

We talk about inclusion all the time. It's a concept, it's an issue, it's a right, it's an imperative.

At LatikaVihar, it's just the way it is. That means it may be funny and endearing (that's what we hope) or disturbing and worrying (and that we just accept and try to sort out).

On any one day at LV, you may see both. There's a little girl who hurts herself repeatedly and brutally. She came in recently with her eye swollen shut and bruises all over her face. It's upsetting for everyone - the woman who looks after her followed her around helplessly, trying to distract her with the things she liked to hold yesterday, which, if she has in her hands, prevent her from punching herself. That day, those things weren't working.

The other children were distressed; the whole staff was worried. We speak with her parents, with our doctor, with a teacher who has a special bond with this child. We will figure it out. Or we won't. One of the things we keep learning is that not all problems can be solved. Some things must be endured. But we do it with love and with kindness and we try to make up for the unfairness in as many ways as we can.

Sometimes, thank God, inclusion is easy.

Here's our boy Saurabh, joining in the dance session:





He's confident enough to try out his own moves:



And he is clearly pleased with his results:



But learning to dance well is demanding. It requires discipline.

and concentration



before you can strike out on your own . . .



But once you've got it:



Oh, man, you've got it . . .



Saurabh's teacher - did you notice? - is a child not much older than he is. She's been coming to LatikaVihar since she was very small and she has taken in the idea of inclusion so naturally she couldn't begin to explain it to you. It would be like explaining how she breathes.



She listens when he speaks to her.  
It's really that simple.

The **Early Intervention Centres** continued to provide high quality therapy, education and behavior management for young children with special needs. The addition of a full-time clinical psychologist at the Mama EIC has made a big difference to the mothers who come regularly and who depend upon the centre for help and support as they come to terms with the reality of caring for a child with disability. We were able to acquire an additional space at the centre which we have renovated as a counseling room, affording parents the space and privacy they need.

## Outreach and Awareness

- The Rights of Persons with Disabilities Act and the Right to Education Act have been our prime focus this year: a rights-based approach to disability and education and the importance of inclusion. We reviewed our past endeavors, analysed our results and made changes wherever necessary. Some highlights from the year include:



## Career and Student Awareness Workshops:

- **The Aim:** We're looking for bright, eager kids in the hope they will consider a career in special needs.
- **The Changes:** fewer schools - from five to two strategic choices - schools where kids are open to careers in special needs  
stronger relationships - with staff, students, and parents



- **The 4-Step Process:**

1. One big-hall session with up to 150 kids: intrigue and excite with stories and information about special needs and career opportunities; tackle the myths about disability and social work; leave plenty of time for questions about careers and salaries
2. Smaller workshop with general info about different career options, how to match interests with jobs and why that's so essential.
3. A panel discussion for the true believers. The details! How to get from Point A to Point B, job offer in hand. Students meet the experts in each field and learn what to study, how much it will cost, how they can make it happen.
4. Finally: The Shadow Program. Spend a day following a professional around to see what she does and how she does it. Kids get to see if this really appeals as a way to spend their lives.

**Future Plans:** Feedback from the professional is shared with the student; the student's appraisal helps us tighten the system and make it more effective for learning. A system for tracking where students go will help us gauge our effectiveness.



## The Doon Help Desk:

- **The Aim:** Make our Help Desk even more effective. Measure the impact of our desk in the government Doon Hospital for providing advice and information about government resources for people with disabilities.
- **The Process:** Data was collected for numbers visiting the desk, their disabilities, what aid has been received from the government by those who got their certificates made, and what percentage of certificates made were through referrals from the Help Desk.
- **Results and Plans:** Some individuals apply for certificates but then don't collect them. A follow-up system is now in place to remind applicants to return for the document, but we are interested in the larger question too: is the certificate perceived as having little value? If so, why? What are the gaps and what can our advocacy team do to close them?

## Advocacy:

### 2011 Census

**The Aim:** Change the disability question on the 2011 Census and get the enumerators to ask it properly.

**The Process:** Represented Uttarakhand in the Disability Rights Group of India meetings held in Delhi; hammered out a question all could agree on (eight disabilities instead of 4; mental illness included separately) lobbied with the government to get it approved and given a higher spot on the list. Assisted in editing the training manual for the census and helped train the master trainers who in turn train the enumerators. Waiting eagerly for the data to be released to see if it all made a difference!

## The Facts, The Figures

Accountability and transparency are vital for voluntary organisations. Accordingly, we share the following information:

### Salary Range

	<b>Amount (In Rs.)</b>
Head of the organisation (Including Honorarium):	3,84,000.00 P/A
Highest paid full time regular staff:	3,84,000.00 P/A
Lowest paid full time regular staff:	37,200.00 P/A

### Remuneration to Board Members

1	Dr. Bhushan Kumar Joshi (President)	-
2	Tara Dewan (Vice president)	-
3	Sudhir Varma (Tresurer)	-
4	Jo McGowan Chopra (Secretary)	3,84,000.00
5	Vina Srivastava (Member)	-
6	Brother Dominic Jacob (Member)	-
7	Deepa Bhushan (Member)	-
8	Shavak Srivastava (Advisor)	-

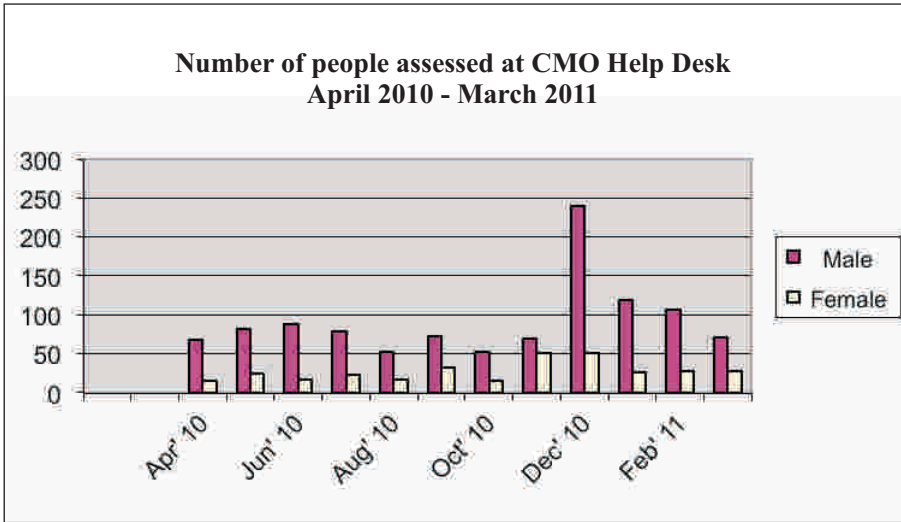
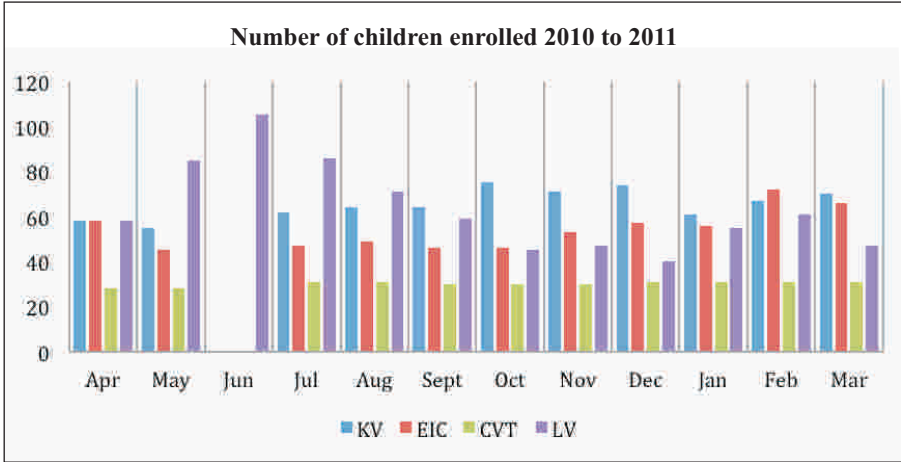
<b>Per Month Salary Bracket</b>	<b>Male staff</b>	<b>Female staff</b>	<b>Total staff</b>
Less than 5000	4	16	20
5,000-10,000	11	14	25
10,000 – 25,000	9	16	25
25,000 – 50,000	2	2	4
50,000 – 1,00,000	-	-	-
<b>Total</b>	<b>26</b>	<b>48</b>	<b>74</b>

### Total cost of travel by staff and volunteers:

<b>Within India-</b>	<b>Amount (In Rs.)</b>
National:	48,527.00
Local :	7,480.00
Total	56,007.00
<b>International</b>	<b>None</b>

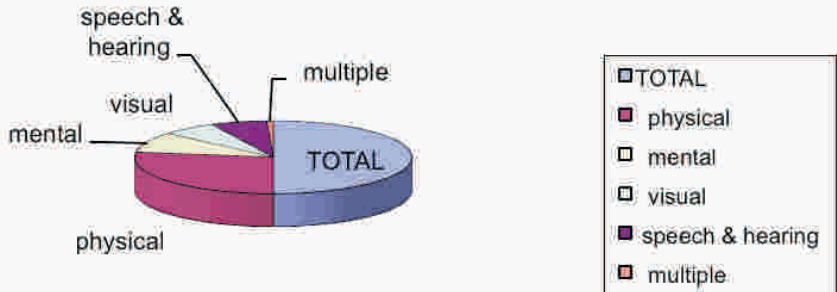
If you require further information or have questions about the way we function, please call (+91 135 276 1014) or email (jo@latikaroy.org or sumita@latikaroy.org) and we'll be happy to tell you more!

# The Kids, The Adults

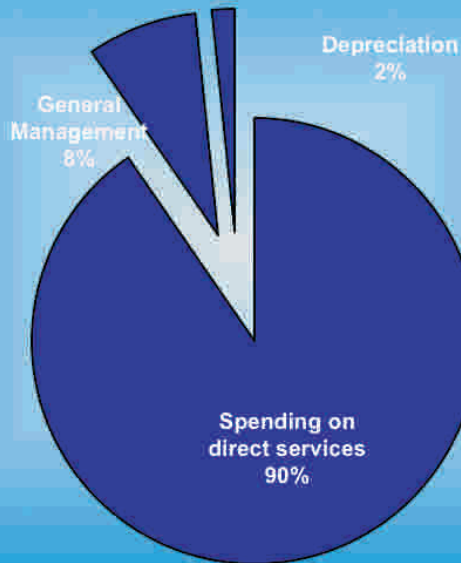


## The Issues, The Fund Flow

Nature of disability assessed  
April 2010 - March 2011



Expenditure in 2010-2011



## Financial Statement As on March 31, 2011

<b>A</b>	<b>SOURCES OF FUNDS</b>	<b>LG</b>	<b>FC</b>	<b>JRDTT</b>	<b>DOON EIC</b>
I	Capital Fund	1,010,663	3,156,511	-	204,395
II	building fund	335,291	4,906,059	-	-
III	Endowment Fund	307,738	-	-	-
IV	Unutilized Grant	-	-	8,296	-
V	Fixed Assets Capital	-	-	493,146	378,703
VI	Doon EIC Fund	-	-	-	1,750,000
VII	Current Liabilities & Provisions				
	Current Liabilities	9,241	37,496	-	28,000
VIII	Intra Project Transfer	(133,154)	-	-	133,154
	<b>TOTAL FUNDS</b>	<b>1,529,779</b>	<b>8,100,066</b>	<b>501,442</b>	<b>2,361,098</b>

<b>B</b>	<b>APPLICATION OF FUNDS</b>				
I	Fixed Assets	710,946	3,402,597	493,146	378,703
II	Investments	601,640	4,483,723	-	1,807,414
		1,312,586	7,886,320	493,146	2,186,117
III	Current Assets, Loans & Advances				
a	Cash & Bank Balance	112,422	145,787	-	113,206
b	Security Deposits	58,939	-	7,000	-
c	Intra Project Transfer	(1,296)	-	1,296	-
d	Advance to Architect	40,000	-	-	-
e	Advance for Furniture	-	-	-	61,775
f	Prepaid Taxes	4,067	59,203	-	-
	Prepaid Expenses	3,060	8,756	-	-
g	Vehicle Insurance	217,192	213,746	8,296	174,981
	<b>TOTAL ASSETS</b>	<b>1,529,778</b>	<b>8,100,066</b>	<b>501,442</b>	<b>2,361,098</b>

<b>C</b>	<b>INCOME</b>				
	Grants & Donation	1,622,625	5,690,382	2,604,000	2,672,510
	Other Income	876,873	263,696	14,509	7,414
		<b>2,499,498</b>	<b>5,954,078</b>	<b>2,618,509</b>	<b>2,679,924</b>

<b>D</b>	<b>EXPENDITURE</b>				
	Project Running Expenses	2,543,777	3,817,046	3,035,324	316,120
	Administrative Expenses	199,027	358,714	-	-
	Cost of Goods Sold	-	-	-	-
	Depreciation	110,818	110,311	-	-
	Capital Expenditure	-	-	-	409,409
		2,853,622	4,286,071	3,035,324	725,529
	Less: Allocations	-	-	-	1,750,000
	Surplus/(Deficit) tfd to Capital Fund	(354,124)	1,668,007	-	204,395
	Unutilized Grant Carried Forward	-	-	(416,815)	-

SRTT - EIC	SRTT	CURRENT YEAR	PREVIOUS YEAR	CHANGE IN %
1,428,168	-	5,799,737	2,804,303	107
-	-	5,241,350	5,241,350	-
-	-	307,738	307,738	-
-	-	8,296	493,704	(98)
78,945	-	950,794	584,150	63
-	-	1,750,000	-	100
-	-	74,737	38,458	94
-	-	-	-	-
<b>1,640,267</b>	<b>-</b>	<b>14,132,652</b>	<b>9,469,703</b>	<b>49</b>
78,945	-	5,064,337	4,696,730	8
-	-	6,892,777	4,354,504	58
78,945	-	11,957,114	9,051,234	32
1,561,322	-	1,932,737	308,093	527
-	-	65,939	65,939	-
-	-	-	-	-
-	40,000	-	100	-
-	-	61,775	-	100
-	-	63,270	37,603	68
-	-	11,816	6,834	73
1,561,322	-	2,175,537	418,469	420
<b>1,640,267</b>	<b>-</b>	<b>14,132,651</b>	<b>9,469,703</b>	<b>49</b>
4,000,000	125,498	16,715,015	8,713,190	92
658	2,576	1,165,726	1,297,022	(10)
<b>4,000,658</b>	<b>128,074</b>	<b>17,880,741</b>	<b>10,010,212</b>	<b>79</b>
2,465,690	603	12,178,560	13,551,474	(10)
-	-	557,741	423,730	32
-	-	-	-	-
-	-	221,129	208,240	6
106,800	-	516,209	18,180	2,739
2,572,490	603	13,473,639	14,201,624	(5)
-	-	-	-	-
1,428,168	-	2,946,446	204,871	(106)
-	127,471	(289,344)	(4,396,283)	10

## Volunteers

Volunteers keep the Foundation humming. The energy and eagerness they bring make us more aware both of the importance of what we are doing and the need to look at it all with fresh eyes. Volunteers see the small victories and they marvel at the dedication and commitment our staff embody.

But they also see the things we sometimes miss: the inefficiencies, the missed opportunities, the moments and the hours that add up to years.

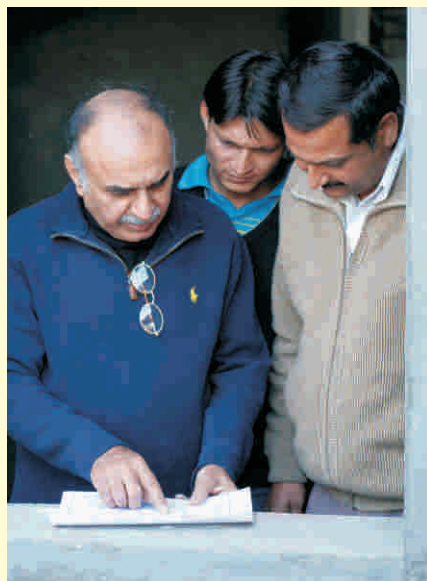
And what they bring! The young ones come with seemingly endless passion and vitality. They are ready to hula-hoop, swim, break-dance and paint at a second's notice, for as long as it takes. They keep the spark alive and and they keep us on our toes.

And the older ones! The ones with experience and wisdom and a world of knowledge - they stretch us and help us to grow.

V K Chopra came to supervise the construction of the Doon EIC. A retired engineer, he had spent his working life overseeing factories being built, equipment being installed and processes put in place. JUST what we needed for our maiden voyage in construction.

Because what did we know about cement and plinths and the angle of repose? Nothing.

But V K did. He also understood human psychology and the importance of deadlines. He knew how to gain the confidence of the worker-bees and the respect of the managers. He could deal with architects and donors with the same equanimity he used for government bureaucrats and designers. A man for all seasons. And he stayed with us until the walls were up, the floors were down and the lights were on.





The team from Momenta Workshops (<http://momentaworkshops.com/>) has been coming for several years now and they have added immeasurably to the quality of our communication materials (like the KV calendar and this very annual report!). Momenta brings a group of professional and aspiring photographers to India each year and "embeds" them in different voluntary organizations. We have been lucky enough to have three such artists work with us. This year's Karuna Vihar calendar was almost entirely the work of Ken Carl, our first Momenta man, and our next one features the photography of Erin Steigerwalt and Muir Adams. To a person, including team leader Jamie Rose, these photographers are incredibly generous and talented human beings. We are so lucky to have the honor of hosting them – and all our other wonderful, radiant volunteers – at the Foundation.

Many thanks to all of you!

## Staff List from April 2010 to March 2011

**The remarkable and dedicated people who make the Foundation what it is**

1. Aditi Sinha
2. Aditya Gupta
3. Amar Singh
4. Anita Lakhera
5. Anjali Mandal
6. Aradhana Goel
7. Archana Khali
8. Archana Pal
9. Archana Sethi
10. Archana Sharma
11. Arunima Kulavi
12. Arzo Bala
13. Asha Negi
14. Ashish Kesla
15. Ashok Mamgain
16. Babita
17. Basanti Negi
18. Bharat Singh
19. Chandra Bisht
20. Deepa Chhetri
21. Deepak Pandey
22. Ritu Srivastava
23. Gajbahadur Thapa
24. Gangaram Subedi
25. Geeta Rawat
26. Harpreet Kaur
27. Hema Masih
28. Hema Thapa
29. Jalma Rawat
30. Januka Bhosal
31. Jo Chopra
32. Johann Sebastian Gruschke
33. Kanica Singh
34. Khem Bhadhur
35. Krishna Thapa
36. Kushal Singh
37. Mahadev Singh
38. Manik Mandal
39. Manju Singhanian
40. Manju Subedi
41. Manoj Rawat
42. Mayank Mohan
43. Mayawati
44. Meena Thapa
45. Naina Kashyap
46. Nalin Kumar
47. Neelam Chhetri
48. Neha Joshi
49. Neha Joshi
50. Nirmala Kukshal
51. Nisha Malkoti
52. Omi Yadav
53. Pooja Negi
54. Pooja Panwar
55. Pooja Pathak
56. Pooja Tiwari
57. Poonam Pasbola
58. Prem Kumar
59. Priyam Bhargava
60. Pushpa Painuly
61. Pushpa Upadhaya
62. Rachana Puri
63. Rajesh Masih
64. Rajkumar Chettri
65. Rajnish K. Paswan
66. Ramesh Rawat
67. Ravinder Rawat
68. Rekha Bisht

69. Resham Ale
70. Rina Singh
71. Rizwan Ali
72. Samar Ghosh
73. Sandeep Khanna
74. Santosh Thakur
75. Satendra Tyagi
76. Shachi Uniyal
77. Shalini Sinha
78. Shivani Kapoor
79. Shivika Mittal
80. Shyam Singh
81. Sonika Singh
82. Sumita Nanda
83. Sunita Bhatt
84. Sunita Rai
85. Sunita Singh
86. Suresh Rawat
87. Sushila Rawat
88. Umesh Maliyal
89. Vandana Jakati
90. Vandana Sharma
91. Vandita Uniyal
92. Vinod Negi
93. Vivek Kumar

## Consultants

### Our brilliant advisers

1. Anne Bruce
2. Anke Meester
3. Dunu Roy
4. Nicola Tansley
5. Nardia Simpson
6. Ravi Chopra
7. V K Chopra
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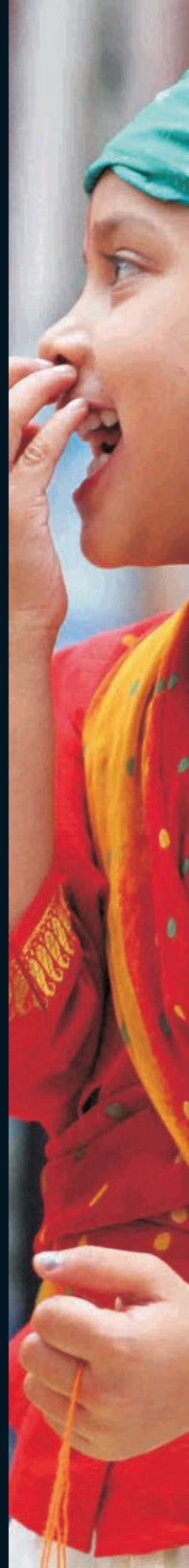
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Went to sea  
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