



**LATIKA ROY FOUNDATION**  
ANNUAL REPORT **2015-2016**

ALL OF YOU ARE PERFECT  
JUST THE WAY YOU ARE  
AND YOU ALL COULD USE  
A LITTLE IMPROVEMENT

SUZUKI ROSHI

If you don't get what you want, either you didn't seriously want it,  
or you tried to bargain over the price.

—Rudyard Kipling



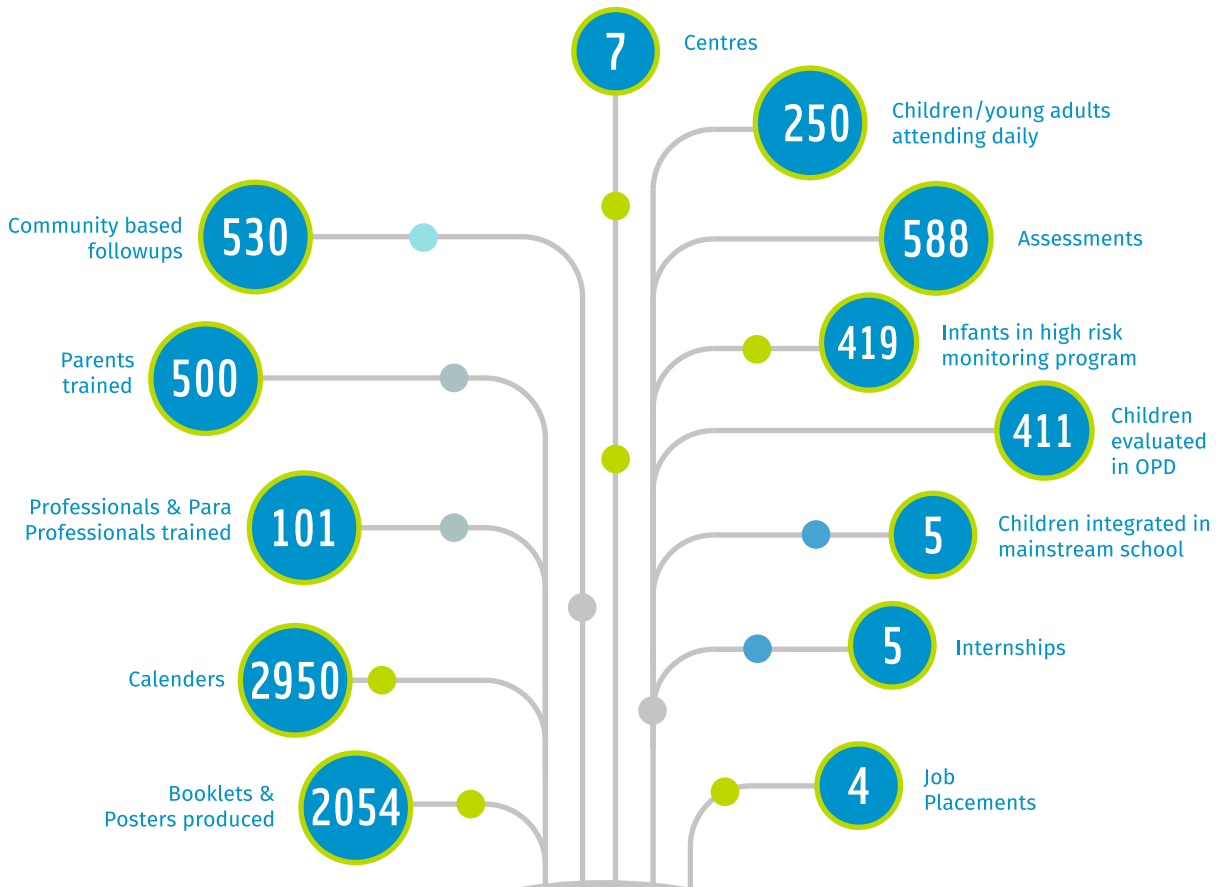
The Latika Roy Foundation began by starting a children's club in 1994 in a rented four-room house in Dehradun, in the foothills of the Himalayas. Today we operate in seven centres across the city and provide outreach, training and advocacy throughout the state and across the country. Our focus is on children with disabilities and their families and our team now consists of 115 professionals and para-professionals, each one dedicated to the cause of full inclusion for all.

VISION

A better world for children with disabilities

MISSION

To provide specialised local services for children with disabilities and their families and help others to do the same.



We need to absorb this idea of excellence.  
Not many folks spend a lot of time trying to be excellent.

...Barack Obama

Our New Motto?



**Not  
Good  
Enough!**



Excellence in all we do is our goal and constant vigilance is our watchword. We've learned through experience that even the best of us have off days and that even the most carefully crafted practices and policies are overlooked at times. We know that without regular monitoring, people are likely to take short cuts and that is the thin end of the wedge.

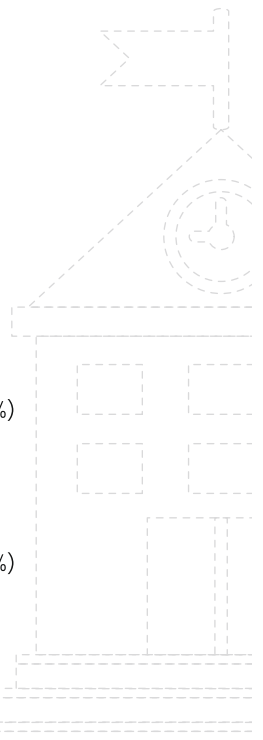
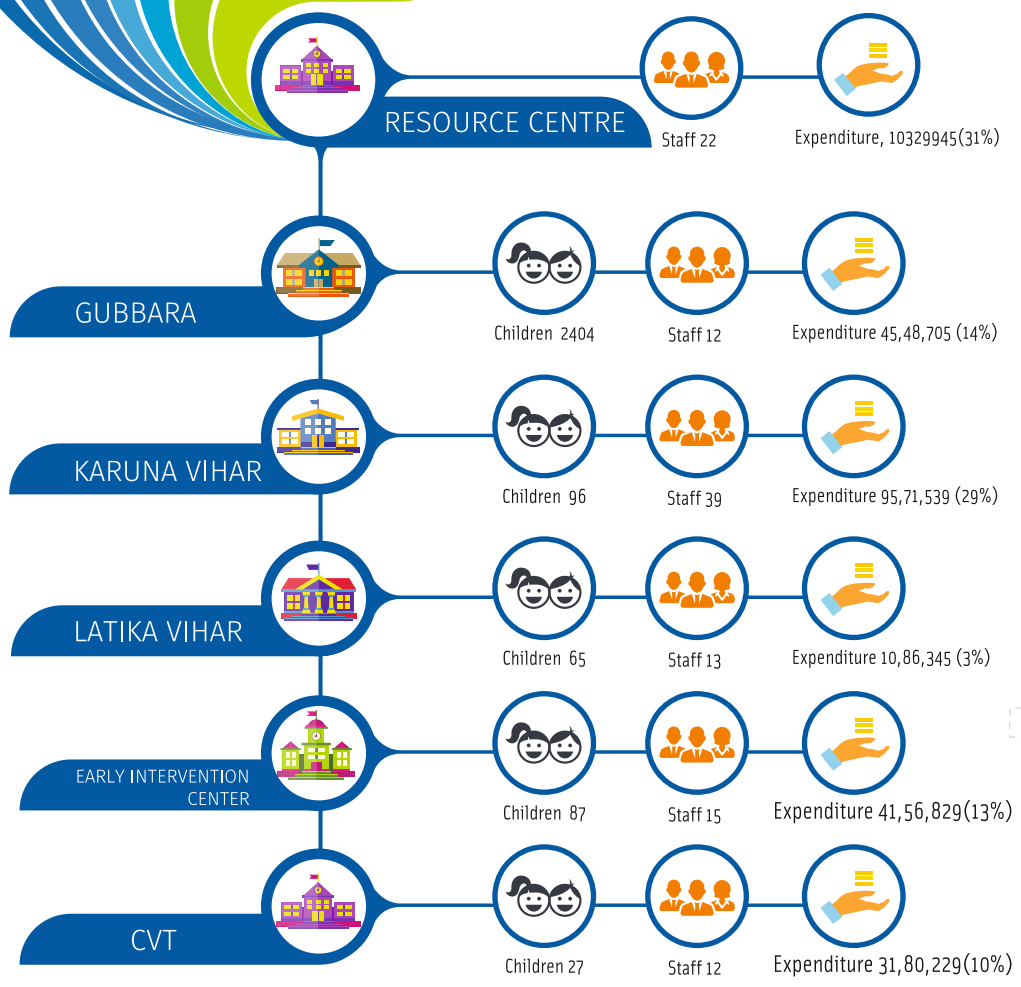
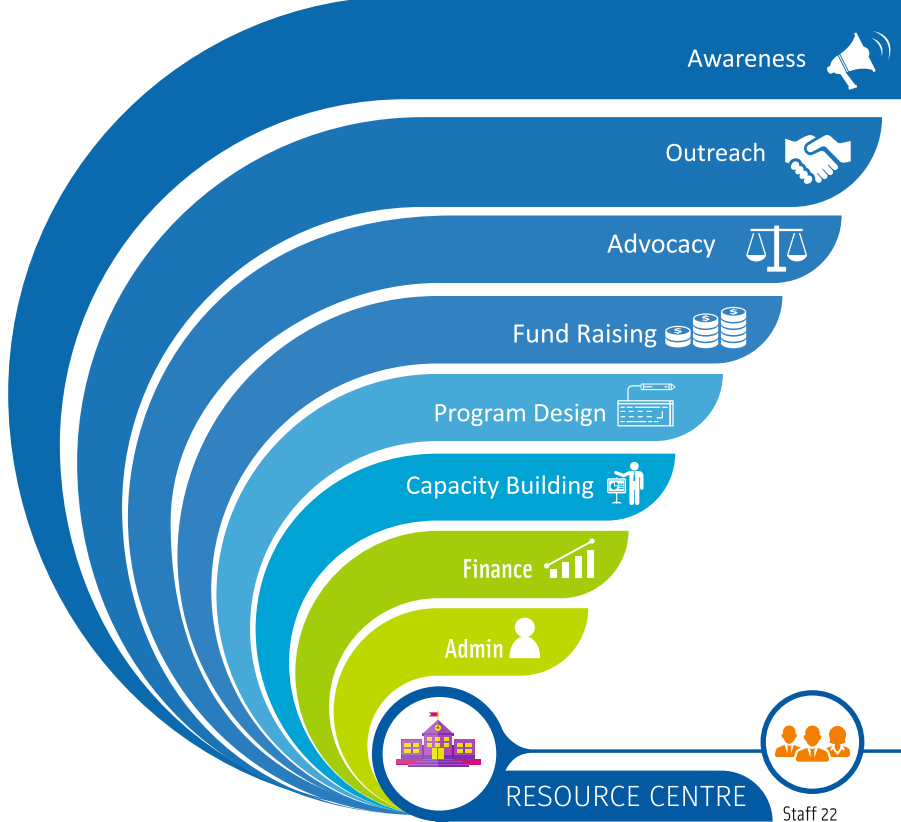
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This year, we are investing in becoming better supervisors through leadership and management training for senior staff, a cascade-style sharing with mid-level and junior level team members and well-planned systems in place to make sure the new skills are put into practice every day.  
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Supervision actually means support. We want every staff member to feel competent and secure in their job. That means they know exactly what is expected of them whether they are assessing a child, counselling parents, driving a bus, washing the floors or raising funds to keep the whole fleet afloat. And if they need help to do their job better, there is a structure in place to get it. That structure is what we are working to improve this year. Learning how to observe at every level, how to give constructive, concrete feedback, how to receive it and knowing when to ask for help are skills we are perfecting through training, practice (practice, practice) and review.



# THE CENTERS





# ORGANIZATIONAL DEVELOPMENT

As always, we have invested significant time, resources and energy in staff training, networking and documentation. This year we published over a dozen articles in national newspapers and online magazines and over twenty blog posts on disability, inclusion and parenting. Five Senior Staff members attended the International Developmental Pediatrics Conference in Istanbul - a first for the Foundation. In Istanbul, each member presented either a paper or a poster and two of us co-led all-day workshops. Nationally, our team attended or conducted over 25 workshops, seminars and lectures and senior staff participated in policy level meetings with the National Trust, Ministry of Health and the National Centre for Promotion of Employment for Disabled People. Our Director was appointed to the National Council for the Rights of Persons with Disabilities. We conducted dozens of trainings on a wide range of topics using both in-house specialists and eminent consultants from India and from abroad. One major preoccupation this year has been intensive training with Dr Ajay Sharma, a volunteer neuro-developmental paediatrician from the UK who has committed to working with us regularly in bi-annual visits to Dehradun. In the past year, he trained a select group in Autism assessment skills and has also developed a small research team.

## Board Members:



**President:** Sudhir Varma is a chartered accountant with many years experience in the development and voluntary sector. He provides financial wisdom and advice and keeps the Foundation abreast of all statutory requirements.



**Vice President:** Deep Joshi trained at Sloan School of Management, MIT, and is one of India's foremost development professionals. The founder of Pradan, he is also a Magsaysay Award winner and well-connected with most of India's development wallas.



**Treasurer:** Vibha Puri is a retired IAS officer with vast experience in the government, knowledge about systems thinking and a deep interest in education.



**Secretary:** Jo Chopra is a founder and the executive director of the Latika Roy Foundation. A writer by profession, she has an adult daughter with disability.



**Member:** Ritu Jain has an MBA, is a corporate dropout and new entrepreneur. She has years of experience in fundraising and strategic planning and a wide circle of friends she is not afraid to approach in a pinch.



**Member:** Sanjay Sondhi is an IIT graduate and another corporate dropout. As the founder of Titli Trust, he is a major advocate for the preservation of the environment yet still retains his belief in strategic thinking and a systems approach to changing the world.



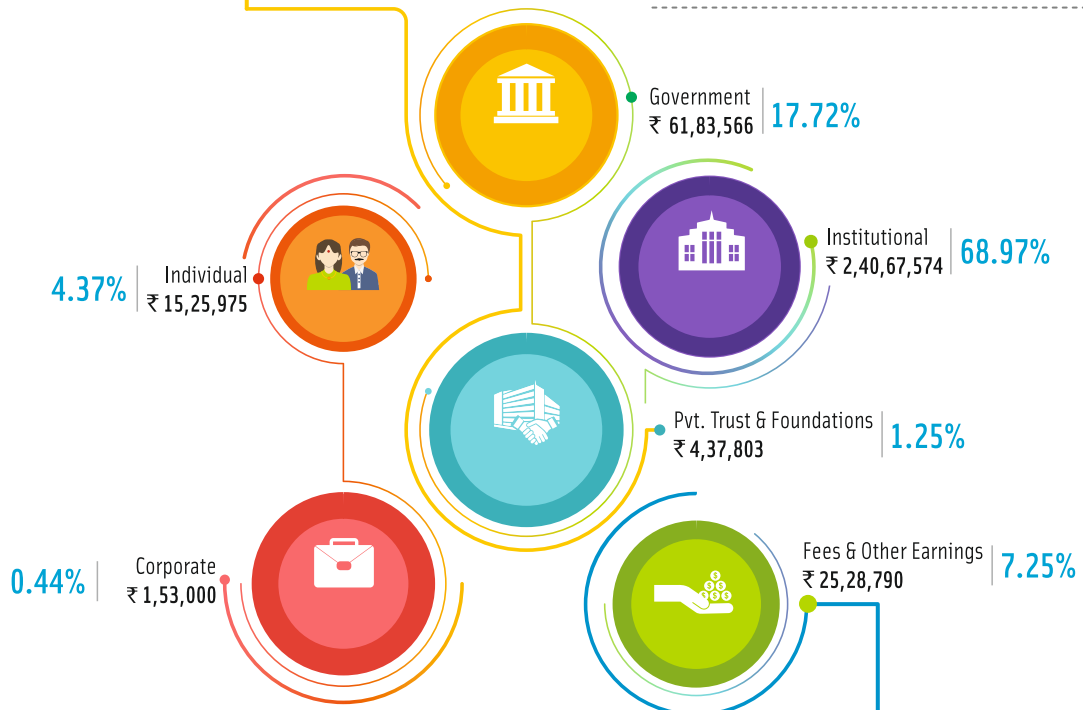
**Member:** Keshav Desiraju was the Health Secretary, Government of India and the primary force behind the creation of Gubbara, the Foundation's first Public Private Partnership with the government. As a leader in mental health awareness in India, he has pushed for visionary new understandings at a policy level.



# FINANCIALS

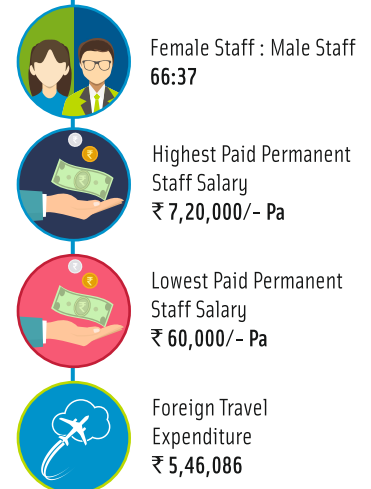
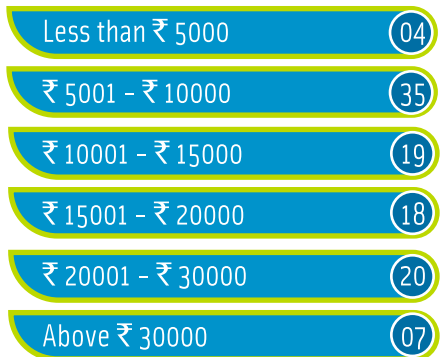


## Sources Of Income



## WHERE IT ALL GOES

### Salary Brackets Per Month



\*For complete audited financials, go to: <http://latikaroy.org/audited-accounts/>



# DONORS



- 1 Adam and Samantha Zirkin
- 2 Janet Kinnane and A J Conrad Smith
- 3 Abhishek Bisht
- 4 Adam Zirkin
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- 6 Ajay Singh
- 7 Alan Sealy
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- 9 Anand
- 10 Anand Kumar
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- 16 Anthony R. Cirillo
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- 18 Arvind
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- 70 Manjari
- 71 Manju Sharma
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- 73 Mary Ann Dasgupta
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- 80 Nicola Tansley
- 81 Pamela Palumbo
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- 84 Paul Spark
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- 87 Peter M Dowling
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- 95 Raghav
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- 140 Tsamchoe
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- 144 Vibha Puri Das
- 145 Vikas Grover
- 146 Vikyath Rohith
- 147 Vineet Malik
- 148 Vinod Ganju
- 149 Virender and Sangeetha Gulati
- 150 Vishwajit Singh Rana
- 151 William A. Harris
- 152 Yasmin Faridoon Bilimoria
- 153 Yogi Raj and Vatsala Sawhney

## Institutional

Azim Premji  
Philanthropic Initiatives

Tata Trusts

National Health Mission

Oil And Natural Gas  
Corporation Limited

Sohanlal Harlalka  
Charity Trust

Chawla Techno  
Construct Ltd.

Shantadevi Sah  
Charitable Trust

Sadanand Trust

The All India Anglo  
Indian Association

Vodafone Foundation