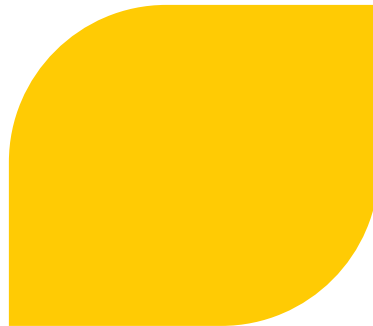


DISABILITY IS AN ART

NEIL MARCUS
Dancer with Disability



ANNUAL REPORT
2017–18





Director's Message

My message this year couldn't be simpler: Our children are our best argument. Twenty four years ago, when a small group of friends started the Latika Roy Foundation, we had no idea what shape it would take or what a force it would become. All we knew was that Moy Moy needed a school and that it was our task to create one.

Moy Moy was not alone. She attracted friends and those friends also had families. Those families had their own needs and the Latika Roy Foundation began its long, interesting journey: learning about inclusion and social justice and a place at the table right along with the children and families we wanted to serve.

Those children became our passion and our inspiration. Their families and their quest for inclusion became our driving force. Their need for acceptance dictated our agenda. They wrote our action plan. They sent us out onto the streets and into the community.

In a climate of intolerance and division, it has not always been easy to survive – let alone flourish. In the court of public opinion, sometimes it seems that our arguments

for the rights of people with disabilities are irrelevant and even ridiculous.

But every day, for 24 years, we have reminded ourselves why we are here, doing what we do. Every day, we have thought about those children who are our reason for existence and we have remembered our purpose, our vision and our airtight case for justice. Every day, we have played, laughed and danced with Moy Moy and her hundreds and hundreds of friends and we have always come to the same conclusion: there is no better work than this.

And now, our inspiration and our joy has passed on. Moy Moy died suddenly and unexpectedly on July 30 2018 and our entire world has changed. Nothing will ever be the same. But much as we miss her, much as we mourn her loss, her presence is no less palpable for her physical absence. In fact, she feels even more with us now. The prayer we printed on the back of her memorial card says:

*Those whom we love and
lose are no longer where they
were. They are now
wherever we are.*



Moy Moy has gone from being our inspiration to being The Enforcer. She is indeed everywhere we are: pushing us, reminding us, leading us further toward our goal. We cannot let her down. She appeared to Shivani – one of her oldest friends – in a dream the other night. She told her she was “just checking on us”. She is supervising our work, organizing donations, eliminating obstacles and sending the right people our way.

At home now in the only court that really matters, Moy Moy is working overtime to see that justice does triumph and that good will prevail, that those without voices are heard and that the cause she inspired wins out in the end.

This year's annual report – and every future report too – is dedicated to Moy Moy. We are accountable to her. The Foundation is her legacy and it is our responsibility to live up to the task she set for us: creating a better world for children with disabilities.

Vision

A Better World for Children with Disability

Mission

To provide specialized, localized services for children with disability and help others do the same

293

children/young adults at LRF centers

“We wanted a place where our son could play and have fun like other kids his age but he has a rare genetic condition that makes mainstream playschool difficult for now. We're so happy we brought him here. He's made friends, loves his teachers and is showing improvement.”

Ankita Bahuguna
Mother of Yashwardhan
Age 3 (LRF EIC)

An Ingenious Way to Be

When the Latika Roy Memorial Foundation started Latika Vihar, an inclusive activity centre in 1994, it was simply to provide children with a fun place to play. A year later, we started Karuna Vihar Special School (KVSS) to address another gap – many disabled kids, almost non-existent special education and therapy services. By then we were on a clear mission. The fact that we had no corpus and five staff for a grand total of three children didn't give us pause.

If we've grown into a force for inclusion in India, offering disability services for children from infancy to adulthood, it's primarily because we're family-centred: our parents express a need, we strive to fulfill it. We realized soon after opening KVSS how dire the need for early intervention was. Shortly after, that newborns were falling through the cracks. Then, that our KVSS graduates could use vocational training and placement assistance. Alongside it all, that families who couldn't come to us or who we couldn't accommodate full-time needed education, therapy, mainstreaming, community awareness, inclusion, counseling, outreach, information, advocacy, research studies, and legal aid services. And thus were born our Early Intervention Center, Gubbara, Child Development Center, Center for Vocational Training and the Resource Center.

For children with disability, their families, and those who work with them, the world frequently feels like an obstacle course with speed bumps, potholes and stop signs invisible to all but us. We've had to be super creative, think out of the box, and do more, often with less. That means we hire individuals who know what they're doing, are keen to keep learning, and who, above all, love children. When we find them, we hold on to them with all we've got. Our extraordinarily low attrition rate is no coincidence. We train hard, monitor closely, evaluate regularly, report everything, and refine continually, all the while entirely convinced that a laugh or three never goes amiss. It's really quite an art.

LRF Centers and Services: A Snapshot

Gubbara

A multidisciplinary team provides assessments, therapy, hands-on practical training for parents, counseling, referrals, customized aids and appliances for children.

Early Intervention Center

Family-centred assessments, individualized programmes with special education, physiotherapy, speech and language therapy, and sensory stimulation for children 0—5 years, and counseling and support groups for their parents since 2002.

Karuna Vihar Child Development Center

Individualized education programs and intensive therapy for children with severe special needs, and after-school support for children with learning difficulties.

Karuna Vihar Special School

A day school that offers holistic, activity-based special education and therapy programs for children aged 5—14 years.

Latika Vihar

An inclusive neighborhood children's center for structured and unstructured play, creativity, problem solving, and leadership development in an all-fun, zero-pressure environment that the mainstream system has little room for or actively destroys. We've got jungle gyms, potter's wheel, martial arts, singing, dance, story time, a kids' library and events and celebrations throughout the year.

The Center for Vocational Training

Job training and life management skills specific to the unique abilities of young disabled adults aged 16—21 years.

The Resource Center

Support, training, information, expertise and resources to enhance the work of LRF's centers as well as organizations and individuals in the community. We educate organizations and civic groups on the Rights of People with Disabilities Act 2016 (RPWD Act 2016), offer legal assistance, referrals and access to entitlements such as Disability Certificates, which enable people with disabilities to access rights and government schemes.



417

formal assessments
by our trained,
multidisciplinary
team

635

center-based follow-ups

215

Community-based
follow-ups

4

kids in mainstream school

- Abhinav Verma at Euro Kids
- Ananya Chauhan at Ascent Public School
- Sakshi Negi at Aviral Public School
- Tohid Ansari at Bright Era School

Follow-up and Outreach

Third Saturday center-based follow-ups on home management of children who cannot avail regular services at our centers, fortnightly community-based follow-ups for children in Vikasnagar, Doiwala, Raipur and Sahaspur blocks of Dehradun District after they are assessed at Gubbara, and outstation follow-ups in areas around Dehradun depending on the need and team availability. Our main consideration is to help parents to develop their potential as their child's champion and advocate.

594

OPD evaluations
at Gubbara – checks
for basic speech,
hearing, vision,
reflexes and to
determine need for
follow-up

A Picture of the

2,500 KV calendars

The Karuna Vihar calendar, an institution in the field of disability in India, and a tradition since 1996, looks at the world through different prisms, keeping in mind that disability is a factor but not necessarily the most important or interesting one.

For more on the mad, busy, peaceful, contemplative, incredibly rewarding ritual that is our calendar, and the army of professionals, contributors and friends it involves, please visit: <https://latikaroy.org/calendars/>

Protecting Human Rights and Advocating Real Change

- The LRF Resource Center advocated for 'Shabana', a disabled child rape survivor and 22 other families also received legal compensation;
- The Government of Uttarakhand accepted our proposal on rules to govern the RPWD Act 2016;
- Hosted a seminar on the RPWD Act 2016, funded by ONGC in partnership with NCPEDP.

Making Knowledge Work Better for Everyone

- Blogposts (<https://latikaroy.org/jo/>);
- Articles (<https://theswaddle.com/>, <https://thewire.in/>);
- Presentation on sexuality and mental health at Anjali: Mental Health Rights Organisation, Kolkata;
- EIC Toolkit: A Blueprint For Setting Up An Early Intervention Center;
- Papers on 'Remote Mentoring Model for Autism Assessments and Referral and Retention Require a Relationship' and 'A Child Development Aide Saves the Day' at the Second International Developmental Paediatrics Association Congress, Mumbai.



Building Capacity and Maintaining Sustainability

- Six-month Community Development Aide Training for two helping staff at Ummeed Child Development Center, Mumbai;
- Annual fundraising LRF calendar on the theme of Freedom.

Year Gone By

Building For and With Interns

- From India: Teach for India, Faculty of Law (Jamia Millia Islamia University), College of Social Work;
- From overseas: Griffith University, Cambridge University;
- Outputs: Article in the International Journal of Socio-Legal Research, Volume 3, Issue 4(1); also, branding, data analysis, and sensory room design.

Awards and Accolades

- The Times of India Icon Award, 2017, awarded to Jo Chopra, LRF Executive Director;
- Shortlisted for the Organisational Capacity Enhancement Programme of the Financial Management Service Foundation and Oracle India;
- Fellowship on Monitoring and Evaluation, Innovations in a Dynamic Health Environment, awarded by the Royal Tropical Institute, Amsterdam.



215

family members trained

Training for parents, grandparents and siblings on activities for children, stress management and coping strategies

2,100

students, teachers, educators and doctors trained

through lecture series, inclusion talks, networking visits and seminars

100

professionals and para-professionals trained

Dr Shoba Srinath, Retired Senior Professor and Dean of Neurosciences, NIMHANS talked about Management of Development Disorders: No End to What Can Be Done with doctors, psychologists, professional staff and students at Mahant Indresh Hospital, Dehradun

Back to the Board



President

Sanjay Sondhi is an IIT graduate and a corporate dropout. As the founder of Titli Trust, he is a major advocate for environmental preservation with strategic thinking and a systems approach to changing the world.



Vice President

Vibha Puri is a retired IAS officer with vast experience in the government, expertise in systems thinking, and a deep interest in education.



Treasurer

Mamta Govil is a management professional and special educator who has spent the past 28 years in the fields of social communication, project management and education. She currently teaches at Welham Girls' School, Dehradun.



Secretary

Jo Chopra is the Executive Director of the Latika Roy Foundation. A writer by profession, she was inspired to found the organization by her late daughter Moy Moy, who was diagnosed at the age of 4 with a rare, profoundly disabling form of cerebral palsy.



Member

Keshav Desiraju, former Secretary, Health, Government of India, is a leader in mental health awareness in India. He has pushed for visionary new understandings at a policy level and was the primary force behind the creation of Gubbara, our first public-private partnership with the government.



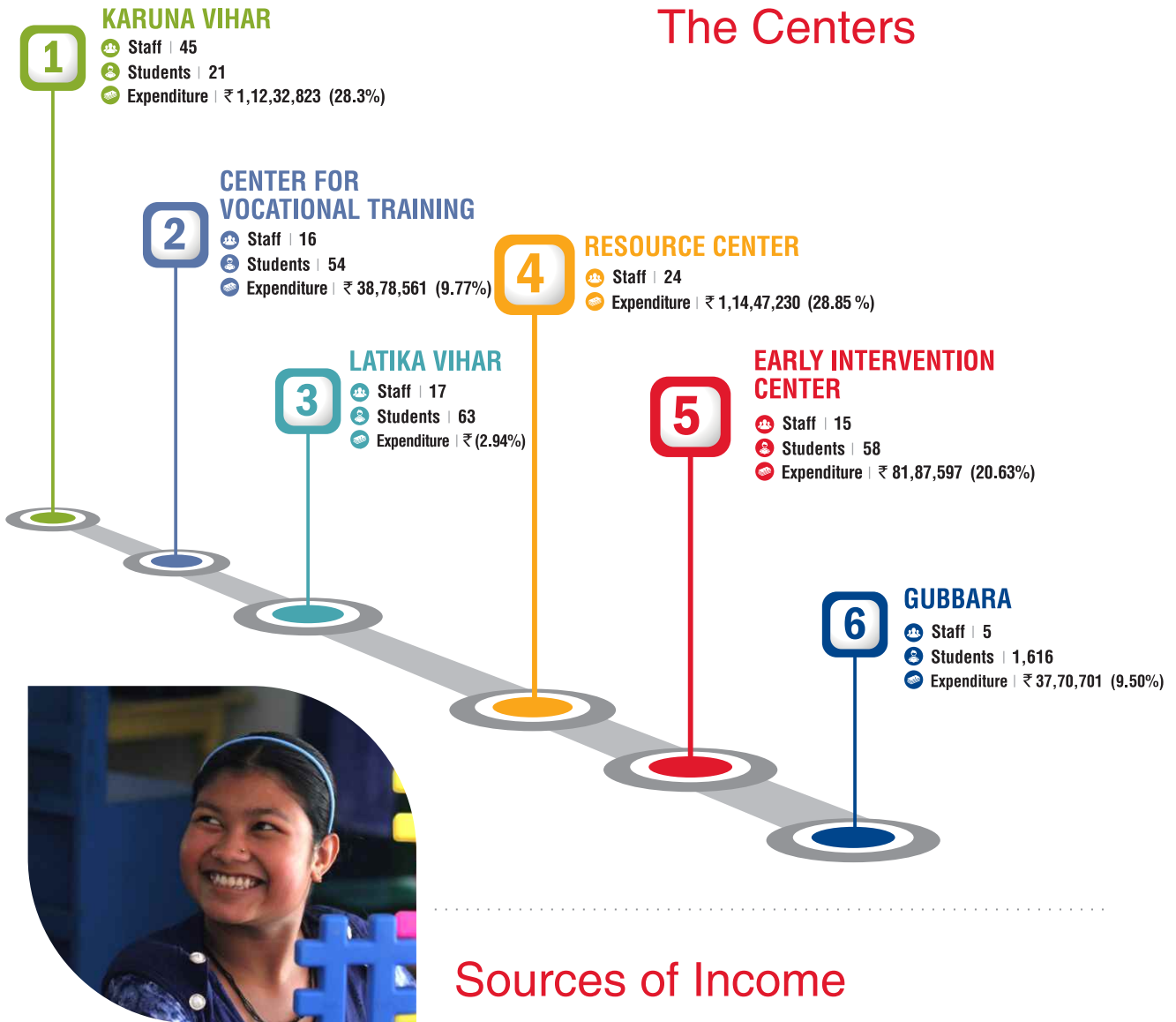
Member

Ritu Jain has an MBA degree and years of experience in fundraising and strategic planning. She also has a wide circle of friends she is not afraid to approach in a pinch.

"I learn candle making, art and craft, stitching, cooking and baking at the CVT. I go sightseeing around the neighbourhood to the buildings, plants and flowers every Thursday. I'm becoming taller because I've learnt about healthy and unhealthy food and always try to eat healthy. I can do all the chores at home by myself too."

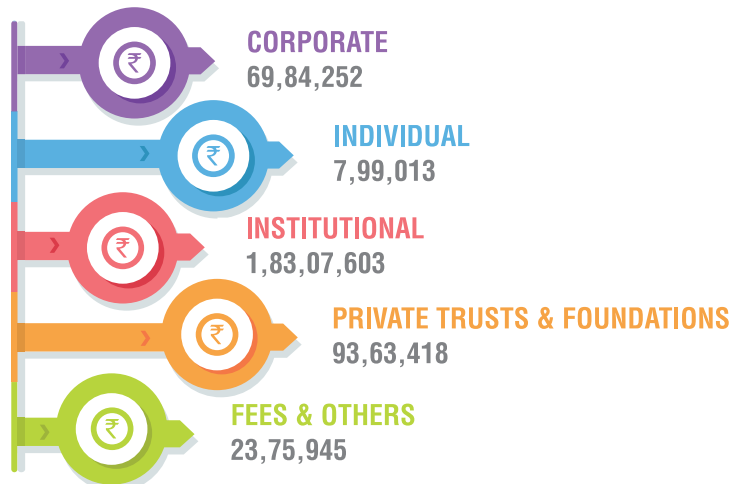
Sara Joel, 20 (LRF CVT)

The Centers

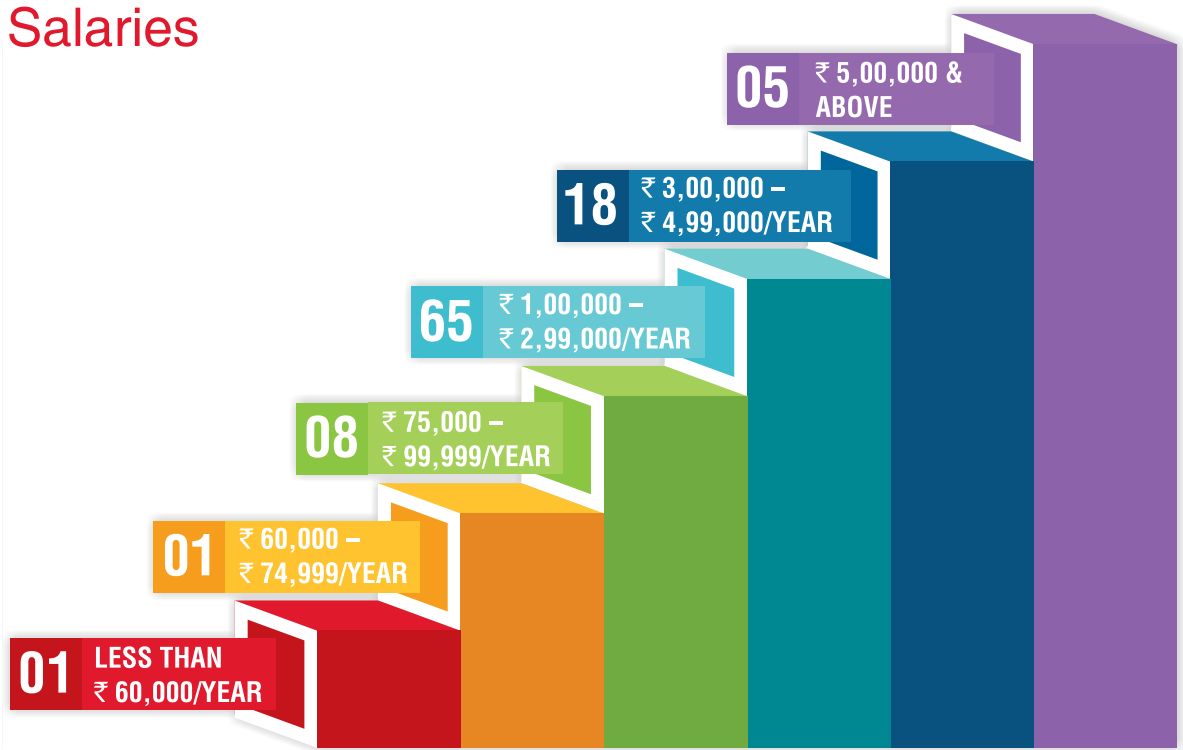


“I’m learning computers at the CVT. I make candles. I make bags. I help feed the little kids. I clean. I do my hair, wash my clothes and iron them at home. I like coming here. The didi-bhaiyyas are nice.”
 Sonam
 age 18 (LRF CVT)

Sources of Income



Salaries



Highest Paid Permanent Staff Salary

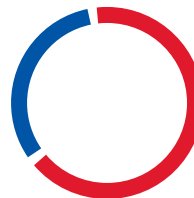
₹ 12,00,000/Year

Lowest Paid Staff Salary

₹ 54,720/Year

Foreign Travel Expenditure

Nil



63 Female
35 Male

Interns

40

interns from across the world



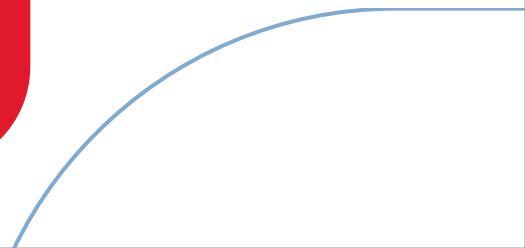
Balance Sheet

March 31 2018

Particular		Local	FC	Current year	Previous year
A	Sources of Funds				
	Capital Fund	1,16,21,838	67,29,994	1,83,51,832	1,68,47,561
	Building Fund	-	0.00	0.00	98,16,007
	Endowment Fund	3,07,738	-	3,07,738	3,07,738
	Fixed Assets Capital Fund	1,08,41,484	56,74,142	1,65,15,625	64,06,970
	Recognised Gratuity Liability	-	-	-	25,504
	Earmarked Funds	89,64,015	-	89,64,015	1,33,03,016
	TOTAL	3,17,35,075	1,24,04,135	4,41,39,211	4,67,06,796
B	Application of Funds				
I	Fixed Assets	2,07,13,411	88,77,445	2,95,90,856	1,02,18,563
II	Investments	92,85,850	19,23,054	1,12,08,904	3,42,86,079
III	Current Assets, Loans & Advances				
a)	Cash & Bank Balances	89,69,071	14,34,845	1,04,03,916	37,61,516
b)	Loans & Advances	-	-	-	20,000
c)	Security Deposits	86,000	77,000	1,63,000	1,37,000
d)	Tax Deducted at Source	2,90,451	59,932	3,50,383	4,59,178
e)	Other Current Assets	76,840	33,243	1,10,083	34,753
		94,22,362	16,05,020	1,10,27,382	44,12,447
IV	Current Liabilities				
a)	Expenses Payable	4,34,798	1,384	4,36,182	22,10,293
b)	Creditors	72,51,750	-	72,51,750	-
		76,86,548	1,384	76,87,932	22,10,293
	Net Current Assets (III-IV)	17,35,814	16,03,636	33,39,450	22,02,154
	TOTAL	3,17,35,075	1,24,04,135	4,41,39,211	4,67,06,796

All figures in INR

Complete audited accounts available at latikaroy.org/audited-accounts



The Art of Giving

The activities described in this annual report would not have been possible without the generous support of our funders and donors. Your gifts have helped improve the lives of thousands of children and families. Thank you for sharing our vision and playing a fundamental role in helping us achieve our mission. **You make it all happen.**

Corporate

- 1 AKM Systems Pvt Ltd
- 2 Alps Remedies Pvt Ltd
- 3 Bajaj Finance Ltd
- 4 Charities Aid Foundation, India
- 5 Chawla Techno Construct Ltd
- 6 Coutts & Company
- 7 Cushman & Wakefield India Pvt Ltd
- 8 Makin Developers Pvt Ltd
- 9 Seaview Developers Pvt Ltd

Individual

- 10 Aarti Nair
- 11 A. K. Khanna
- 12 Ajay Kumar Talwar
- 13 Akshay Das
- 14 Alight Solutions
- 15 Alka
- 16 Amit Gulati
- 17 Ankit Negi
- 18 Anshuman Shukla
- 19 Anushree Rawat
- 20 Arijit Bhattacharya
- 21 Arjun Badhwar
- 22 Asish Rastogi
- 23 Atul Shinghal
- 24 Avinash Pasricha
- 25 Ayushman Kandari
- 26 Baljinder Singh
- 27 Bela Shah
- 28 Carol Lal
- 29 Chantal Libert
- 30 Chetna Joshi
- 31 D. S. Rawat
- 32 Deep Joshi
- 33 Deepesh Rathore
- 34 Disha Chintan Patel
- 35 Ditya Singh
- 36 Dr Jasmer
- 37 Dr Kavita
- 38 Dr Ajay Sharma
- 39 Dr Prabodh Kumar Chandola
- 40 Eshan Saxsena
- 41 Gaurav Lal
- 42 Harendra Singh

- 43 Himani Bhatt
- 44 Indeera Chand
- 45 Irwin Allan Sealy
- 46 James Little
- 47 Kishan
- 48 Kusum Kanwar
- 49 Madhu Vrat
- 50 Maheshwari Khagesh
- 51 Mamta Govil
- 52 Manju Sharma
- 53 Mark W. Guzzardo
- 54 Meera S. S.
- 55 Mr Swami
- 56 Mrs. Rangarajan
- 57 Jyotika
- 58 Mukta Dora & Anil Dora
- 59 Namita Singh
- 60 Paritosh Thapliyal
- 61 Parvez
- 62 Paula Hughes
- 63 Piyush Bhatt
- 64 Pooja Agarwal
- 65 Pooja R. Kothari
- 66 Poonam Natarajan
- 67 Prabhat Ranjan Singh
- 68 Preeti Sanghvi
- 69 Prem Sibal
- 70 Priyanka Pandey
- 71 Promila Kaul
- 72 Rahul Saini
- 73 Rajesh Gopakumar
- 74 Rashmi Ruchir Gandhi
- 75 Riddhi Shah
- 76 Rishit Savla
- 77 Riya
- 78 Rohit Sarin
- 79 Rohit Shukla
- 80 Rupa Kamodia
- 81 Sakshi
- 82 Sakshi Aggarwal
- 83 Saneer S. Stevenson
- 84 Sanjay Sharma
- 85 Savar Gupta
- 86 Shafali Sinha
- 87 Shelja Gaur
- 88 Shipra Pande

- 89 Shivam Kapri
- 90 Siddharth Sanghvi
- 91 Siddharth Sharma
- 92 Sohun Sanghvi
- 93 Sukh Dev Rawat
- 94 Sulagna Chivukula Prakash Chivukula
- 95 Sunny Petwal
- 96 Sushma Malik Sodhi
- 97 Tarika
- 98 Tenzing Eigney
- 99 Tilak Raj Gulati
- 100 Vastsala Swahney
- 101 Vibha Puri Das
- 102 Vikas Kumar
- 103 Vinay Bhatt
- 104 Vinita Ritonjaya
- 105 Yasmin Faridoon Bilimoria
- 106 Yogi Swahney
- 107 Yujin Hu

Institutional

- 108 Ashoka University
- 109 Choekui (Ngoenga School)
- 110 Ketto
- 111 Krayonz
- 112 Tata Trust
- 113 Telesia School

Private Trusts & Foundations

- 114 Ann Mary School
- 115 Aruna Sinclair Foundation
- 116 Chotalal Nathalal Shah Charitable Trust
- 117 H T Parekh Foundation
- 118 Kalpataru Trust
- 119 Learning Tree
- 120 Azim Premji Philanthropic Initiatives Pvt Ltd
- 121 Rohini Nilekani Philanthropy
- 122 Sadanand Trust
- 123 Shantadevi Sah Charitable Trust
- 124 Young Entrepreneurs Association
- 125 Indians for Collective Action
- 126 Vaishnava Center for Enlightenment Inc
- 127 Amit Rawat Swaratmika Foundation



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