

*garam
chai*



Latika Roy Foundation
Annual Report 2018—2019

For Moy Moy (1989—2018) and everything she taught us about sharing, friendship and simplicity





A message from the Director

I wouldn't have thought that being in the same building with the children could make such a difference to my own work. When we were in seven different buildings, I visited the centers as often as I could and I *thought* I was in touch and connected.

And anyway, my own work is fundraising, networking, rabble-rousing. I needed space and quiet to think, to tally expenses and to hone my message. It was good to be at a bit of a distance.

Turns out I was wrong. Now that five of our centers are in one place (and the other two a stone's throw), any time I need inspiration or diversion or a reminder of why we do what we do, I just wander downstairs and chat with a parent or sit in on a class or watch the children on the playground. Being in the middle of the action literally changes everything.

I see things for myself. The never-to-be-repeated exchange between two small friends. That moment when a child makes a breakthrough and her teacher steps back, stunned. The amazed mother, seeing her child do something she had given up hope would happen. These are everyday events in the Latika Roy Foundation and now I get to see them every day.

I'm aware of the problems. The crowded classrooms, the shabby toys, the too-few vans, the anxious parents. When you see the realities, every day, you know what needs to be done and you can advocate for it with authority because you've been there and seen it for yourself.

I know how much is possible. When skill meets love, expect miracles. I watch our staff at work and I can't stop marveling at how much they accomplish every single day. When they combine forces with the parents who love their children to bits and who know them better than anyone else, there is no limit to what can be achieved.

Garam Chai is our theme this year. It speaks to homemade solutions, to warmth and community and to the patient brewing that the perfect cup of tea requires. It was Moy Moy who convinced us – decades ago – of the restorative and miraculous powers of Garam Chai (buy our 2020 calendar for that story!) and we continue to follow her recipe to this day: don't skimp on the ingredients, serve it up in the finest china and make sure there's plenty of pumpkin pie to go around. The miracles are just waiting to happen.

Jo Chopra



*Friendship is the only cement that
will ever hold the world together.*

Woodrow T. Wilson

Pull up a chair

2019's a big year at the Foundation. Twenty-five years ago, we opened the doors of our inclusive play center so that four-year old Moy Moy and other tots, disabled and otherwise, could have fun together in a safe, accepting and accommodating space. That was Latika Vihar. We now have seven centers that offer cradle-to-adulthood services for disabled children.

- **Gubbara: Birth—18 years**

Multi-disciplinary assessments for developmental disabilities, referrals, customized aids and assistive devices, training and home management for parents, counseling

- **Early Intervention Center: Birth—6 years**

Special education, therapy, workshops, hands-on training and reviews for families, home visits, counseling, support groups

- **Karuna Vihar Special School: 6—14 years**

Academic focused special education and therapy

- **Child Development Center: 6—14 years**

Therapy, communication and social skills for severely disabled kids

- **Center for Vocational Training: 14—21 years**

Vocational training, placement assistance, special education, therapy, workshops and training for families, home visits, counseling

- **Latika Vihar: 3—15 years**

Playground, library, pottery, music, dance, storytelling, drama, martial arts

- **Resource Center**

Information hub on disability, training for organizations, legal assistance and referrals, disability certificate assistance

As always, our work is rooted in a family-centered approach that recognizes that parents know their children best, and that children benefit most when teachers, therapists, trainers and families work together as a team.

Our Vision

*A better world
for children
with disabilities*



Our Mission

*To provide specialized,
localized services
to children with
disabilities and their
families and help others
do the same*



Talk about Growing

Big changes at the Foundation over the past year! Here are the highlights:

- **Child protection, above all:** With sexual assaults on children a growing preoccupation, and disabled children disproportionately vulnerable, we've strengthened our commitment to child protection. Dr Ajay Sharma framed a Child Protection Checklist for the Dehradun Disability Forum (DDF). It is mandatory for all our staff to take the Child Protection Quiz on our website each year, prior to their appraisals. Training is an annual feature for both staff and parents and staying safe is a vital part of the curriculum in every center.
- **Space: Five centers** – Gubbara, EIC, KVSS, Latika Vihar and the Resource Center– now operate from a spacious new premise. This has enhanced productivity, resource use and efficiency, and increased parents' satisfaction. We inaugurated a new Visual Stimulation Room at the CDC, and a new classroom donated by Shashikant and Rajni Zaveri, to prepare the kids for prevocational training before they head off to the CVT.
- **The Club:** The Club, a unique leisure and recreation space for disabled adults, was a dream long in the making. It's now here, complete with a cafeteria (managed entirely by CVT trainees), lounge, indoor games, large-screen TV with streaming movies and music shows. All the events and activities conducted at the Club are upon request by the members.
- **Events:** *Kala ka Bauchhar*, our Art for Inclusion festival, had kids of all abilities participating. We hope to organize and encourage more events like it because disabled kids need opportunities to be out and about with abled children, engaging in everything that gladdens the heart and lifts the soul. The Latika Vihar Talent Show 'Colour My Life' saw an audience of 120. Ninety children, staff and parents went on our annual picnic, this time in Rajpur.



There is an excellent culture of mutual respect between the staff and service users, staff are motivated, there is a lively and welcoming atmosphere... an emphasis on keeping children safe, and there is good communication with parents.

Dr Ajay Sharma

- **Sibling support groups:** Kids can have complicated feelings about a disabled sibling. Our sibling support groups, which currently cater to 35 children, are an opportunity to bond with other kids with disabled siblings. The kids have shown such remarkable improvement in their relationships with their disabled siblings and grown so fond of each other that we plan to start more such groups.
- **Doorstep outreach:** A team consisting of a physiotherapist, special educator and social worker travels to anganwadis in Ambedkar basti, Shantivihar, Ladpur, Deepnagar, Saperabasti and Bhagat Singh Colony every month to work with 40 children identified for intervention in their own homes.
- **Mainstreaming:** We placed two children from the CDC into mainstream schools. One child from KVSS now follows the national open schooling curriculum. We conduct regular school visits to share strategies with the school management and staff of these schools to make sure our children transition smoothly.
- **External evaluation:** A comprehensive evaluation by Dr Ajay Sharma, London-based pediatrician, recommended that we make parent empowerment a core way of working, strengthen our commitment to improving communication, introduce a Positive Behavior Approach, set up a Quality Improvement Plan and consider supporting continuing care.
- **Accessible elections:** As a member of the State Steering Committee for accessible elections, five of our suggestions were accepted by the Chief Election Officer of Uttarakhand. Trainees from our CVT participated in a voting demo organized by the Election Commission in preparation for Voting Day. We're so proud that every eligible adult at the Foundation voted!
- **Enabling access to entitlements:** We organized talks for parents across our centers on disability certificates, and state government welfare schemes like travel concessions, income tax rebates, transfers, and legal guardianship.
- **Van service:** Getting around on public transport, or even a two-wheeler, with a disabled child can be harrowing. We now have a school van going all the way to pick up six children from Selaqui, outside Dehradun. **(We need more vans! Please donate!)**



- **Awareness and networking:** In addition to networking with doctors, government offices and health centers, schools, anganwadis and NGOs, we conducted disability sensitization workshops for students of government schools, and workshops on careers in disability-related fields. We presented on autism to 150 students at the State Nursing College, Dehradun, and participated in a hackathon on Open Innovation CBR at BITS Pilani (Goa), sponsored by the University of Leeds. We hosted a group of disabled children and their parents from Uttarkashi for an exposure visit. Sixty students in the B.Ed Special Education course at RMV College, Sonipat, also visited. We presented at conferences in Hyderabad, Bangalore, Mumbai, Delhi, Scotland, Iceland and Rwanda. We partnered with the DDF to have autism certified as a disability using the standardized INCLEN tool.
- **Legal expertise:** We shared insights into the RPWD Act, 2016, with staff at the Dehradun Zoo, offered legal advice that resulted in winning a discrimination suit filed by ARUNIMA against a swimming club, and trained staff on child abuse and protection in local schools. Social activist Nidhi Goyal featured us in a video shoot on laws on gender and women with disabilities.
- **Staff welfare:** We registered our five self-help groups (SHGs) for savings and loan schemes for staff. The SHGs are independently managed by each group and result in lakhs of rupees saved, borrowed and repaid with interest each year.
- **Recognition:** The Foundation was named one of the top 10 disability organizations in India by Bank of America, based on an intensive Dasra study. We were one of seven featured as a case study for inclusive education in UNESCO's groundbreaking 'State of Education' report.





Talk about Learning

- **Staff:** Three members of staff participated in Continued Rehabilitation Programmes (CREs) on developing classroom strategies. We also had 20 training sessions on leadership training, inclusion, sign language, database and autism, and communication during the quarter.
- **Parents:** Hands-on training to encourage parent-teacher partnership, and empower parents included regular support groups, workshops and weekly parent-led groups. Training included the Caregiver Course (23 mothers from three centers), maintaining a Parent Journal to record the activities they do with their children at home, community mapping to job search within 500m of a parent's home, the positive behavior approach, participating in the Bharat Special Olympics, sign language and interactive interaction, sexuality education for disabled kids, and a gynecological workshop for mothers, among other topics. Two hundred mothers attended Dr Ajay Sharma's session on Child Development at the Trikon Society.



Your abundance is created by what you share.

Heidi Culbertson

Talk about Sharing



Funders and donors

Corporates

Coutts & Company
ALPS Remedies Pvt Ltd
Bajaj Finance Ltd
Candor India Office Parks Pvt Ltd
Charities Aid Foundation, India
Chawla Techno Construct Ltd
Coal India Limited
Cushman & Wakefield India Pvt Ltd
HEEP, BHEL, Haridwar
IRIS (KPO) Resourcing India Pvt Ltd
Jainex Limited
PasFar Technologies
Wacker Metroark Chemicals Pvt Ltd

Institutions

A.T.E. Chandra Foundation
Ann Mary School
Global Giving Foundation
Kalpataru Trust
Ketto Online Ventures Inc
North Zone Yuva FOGSI, 2018
Springdales Children's School
Sadanand Trust
Shantadevi Sah Charitable Trust
Subros Educational Society

Individuals

A K Roy	Arun Kumar Khanna	Gaurav Hazara
A Kala	Atul K. Shinghal	Geeta Sharma
Ajay Talwar	Atul Virmani	Geraldine Cicilio
Akshay Das	Avani Batra	Gopal Krishan Singh
Amit Gosain	Ayaz Ahmed	Gunjan Bahadur
Amit Sharma	Ayush Sajwan	H K Pant
Amita Baviskar	Bhanu Prakash Chinni	Himaal
Anand Ramachandran	Bhupal Singh Parihar	Himani Bhatt
Ananthpuram Rao	Chantal Libert	Hitesh Kumar Nimbark
Anil Kumar	Christopher Greg	Jaipal Singh Pant
Anita Gautam	D C Joshi	Jeet Pal Rawat
Anjali Joshi	Daniel Morgan	Jemy Kannan
Ankit Negi	Deepa Bhushan	Kamini
Ann Jose Varavakala	Deepesh Rathore	Kanchan & Narendra Bhola
Anshul Jain	Dr Jagdish C Pant	Kaushik A Parasnis
Anurag Mathur	Dr O P Kothari	Kusum Kanwar
Arjun Batra	Drona Gulati	Laxmi
Arun Khanna	Edmund Cluette & Angie Toppan	M C Joshi

M S Negi	Rajesh Gopakumar	Suneet Sood
Madhu Vrat	Rajni	Sushil Kumar
Mamta Govil	Rajshri Sen	Sushila Kukshal
Maneet Kaur	Rashmi Kant	Sushma Malik
Manju	Rekha Rawat	Trilochan Punetha
Manvinder Singh Negi	Renu Sharma	U S Mahar
Maya Jain	Rethi Arvind	Upender Singh Rawat
Meena Rawat	Riddhi Shah	Varinder Kumar Chopra
Megha Girdhar	Ritu Singh	Vibha Puri Das
Mudit Gulati	Robbye O Bell	Vidyanand
Namita Singh	Rupa Kamodia	Vijay Pal Shah
Nandita De Souza	S D Lakhera	Vikas Grover
Narain Dass & Sons	S S Yadav	Vinod Kumar
Naren Bhatt	Sakshi Aggarwal	Virendra Gulati
Naveen Chand Joshi	Sandeep Khanna	Vishal
Navin Nautiyal	Sangeeta Gulati	Vishal Sharma
Neha Gulati	Sarita Budiyal	Yasmeen Premji
Neha Singh	Sarthak Walia	Yasmin Faridoon Bilimoria
Nidhi Mahajan	Saurabh Sen	Yogi Raj Sawhney
Nitin Sobti	Savita Thapliyal	
Padma Goyal	Shakuntala Rawat	
Paula Hughes	Shavak Shrivastava	
Philip Burrett	Sheila Josephine McGowan	
Pooja R Kothari	Shini Menon	
Poonam Natarajan	Shipra Pande	
Prasad Rao	Shivam Kapri	
Prashant Bhushan	Shobha Srinath	
Prashant Kaul	Siddharth Sharma	
Praveen Malhotra	Silvia Arora	
Priti Sanghvi	SNV Ramakrishna	
Priya Sharma	Soban Singh Panwar	
R C Purohit	Srividhya	
R C S Panwar	Sukh Dev Rawat	
Rafat Ali Khan	Sumit Rawatkar	
Rajender Goel	Sumita Nanda	

Interns and Observers

We've had a great set of interns/observers from across the country and the world (England, Australia, Germany, USA), sharing their time, talent and enthusiasm, while also acquiring the customized, practical, on-the-job experience we strive to provide. We offered legal internships to students from Baba Bhimrao University, Aligarh Muslim University and ICFAI, and observation opportunities to students from Griffith University.

At The Club, no mountain's too high

The Club is for disabled adults over 21. The only one of its kind that we know of, it began as a place its members could unwind and have fun, but it's grown much beyond that, nurturing strong relationships based on shared interests and experiences. Staff and members had the time of their lives trekking at Shikhar Falls, Dehradun, for example. They crossed rivers and mountains, helping each other over stepping stones to cross the challenging terrain. It was an adventure unlike any our members had had before, and led to trips to Buddha Park, the Forest Research Institute and the Butterfly Park.

Many of our members are interested in learning photography, so experts were invited and we arranged for digital cameras. Members learned the basics and set off on photo walks. The board that displays these pictures has pride of place in The Club lounge.

The café, staffed by trainees at the vocational centre, is a popular club feature, serving coffee, fries, Maggi, sandwiches and soup. Over the year, theatre and improv workshops have opened opportunities for creative movement and building trust. Members did some exciting DIY projects, and got their hands dirty playing netball and football. They're looking forward to senior citizens from the neighbourhood joining in the new year.





Facts and Figures

370 OPDs

325 developmental assessments

119 new admissions across the centers

512 individual counseling sessions

165 group counseling sessions

1,478 parents trained

3,080 people reached through awareness workshops, camps, presentations and meetings

272 community follow-up sessions

512 individual counseling sessions

574 center follow-up sessions

17 blogs



Enrolments as of 31 March 2019

EIC 73

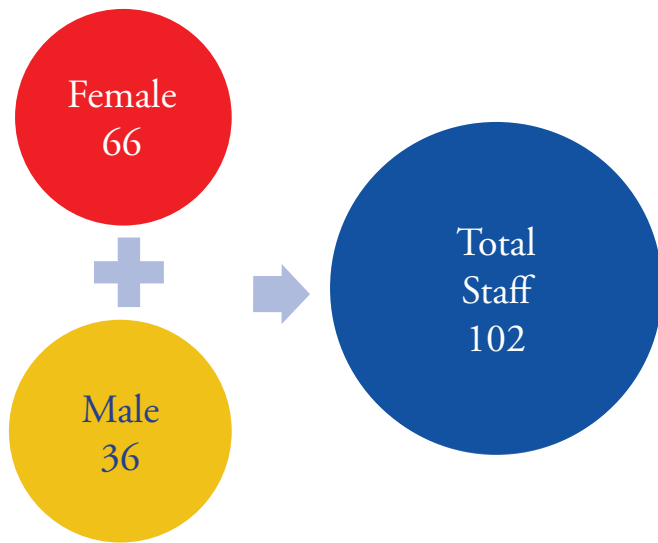
KVSS 58

CDC 71

CVT 45

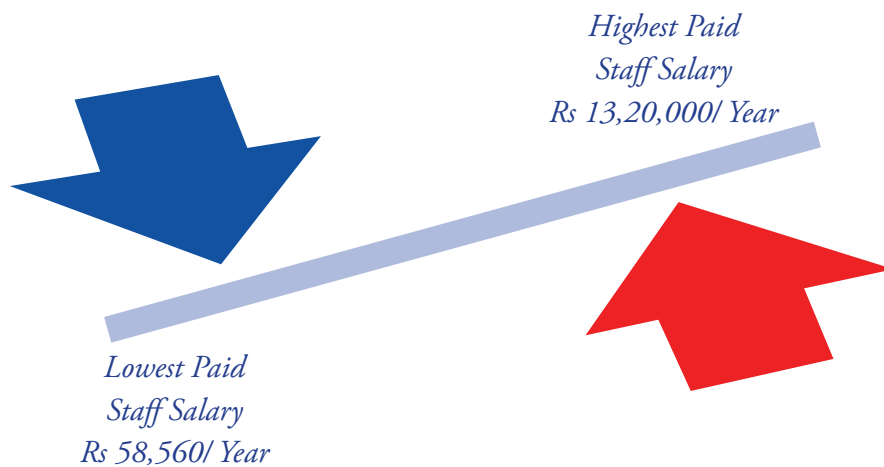
LV 60

Financials



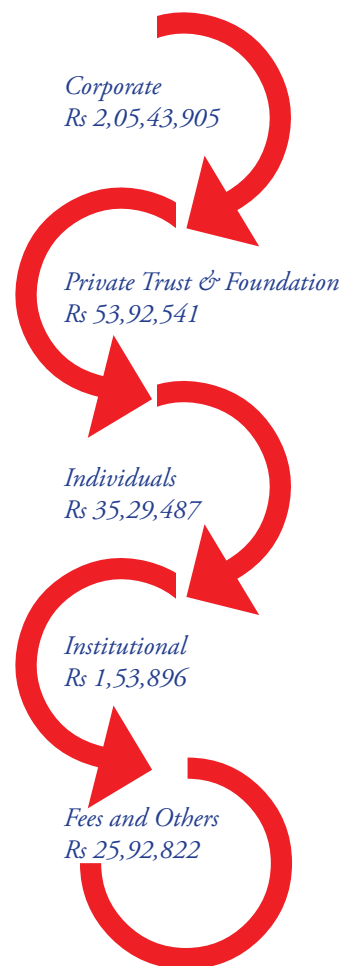
Salaries

Above Rs 5,00,000:	5
Rs 3,00,000 — 4,99,000:	22
Rs 1,00,000 — 2,99,000:	69
Rs 75,000 — 99,000:	4
Rs 60,000 — 75,000:	1
Below Rs 60,000:	1





Expenditure on foreign travel
Rs 217,665



Abstract of Balance Sheet as on March 31, 2019

	Particular	Sch	Local	FC	Current year	Previous year
A	Sources of Funds					
	Capital Fund	1	6,104,322	6,700,410	12,804,732	18,351,831
	Building Fund	2				
	Endowment Fund	3	307,738		307,738	307,738
	Fixed Assets Capital Fund	4	10,780,863	5,542,934	16,323,797	16,515,626
	Earmarked Funds	5	8,864,815		8,864,815	8,964,015
	TOTAL		26,057,738	12,243,345	38,301,083	44,139,210
B	Application of Funds					
I	Fixed Assets	6	20,387,603	9,304,602	29,692,205	29,590,856
II	Investments	7	817,412		817,412	11,208,904
III	Current Assets, Loans & Advances					
a	Cash & Bank Balances	8	11,058,997	2,023,272	13,082,269	10,403,916
b	Security Deposits		150,000		150,000	163,000
c	Tax Deducted at Source		191,743	30,113	221,856	350,383
d	Other Current Assets		348,122	893,758	1,241,880	110,082
			11,748,862	2,947,143	14,696,005	11,027,381
IV	Current Liabilities					
a	Expenses Payable		61,027	8,400	69,427	436,181
b	Creditors		6,251,750		6,251,750	7,251,750
c	Other Liabilities		583,362		583,362	
			6,896,139	8,400	6,904,539	7,687,931
	Net Current Assets (III-IV)		4,852,723	2,938,743	7,791,466	3,339,450
	TOTAL		26,057,738	12,243,345	38,301,083	44,139,210

All figures in INR

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

Talk about Governance



President

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



Member

Ritu Jain has an MBA and years of experience in management, fundraising and strategic planning. She is passionate about the Foundation's growth and development.



Vice President

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



Member

Ranjona Banerjee is a journalist who has written widely on politics, culture, the environment and media. Her network extends throughout India and she is deeply committed to Dehradun's well-being.



Treasurer

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



Member

Saatvika Bhargava is a business entrepreneur and networker. A former fundraising officer in the Foundation, she is now setting up an online healthcare system for small cities in India.



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 four with cerebral palsy and a seizure disorder.

Jo Chopra receives a salary for her services as Executive Director.



*Pull up a chair. Take a taste.
Come join us. Life is so endlessly delicious.*

Ruth Reichi



Latika Roy Foundation

A better world for children with disabilities

Latika Roy Foundation | 113/1 Phase 1, Vasant Vihar | Dehradun | Uttarakhand 248006 | +91 135 276 1014
www.latikaroy.org | Facebook: Latika Roy Foundation | Twitter: @LatikaRoyFound1 | Instagram: @latikaroyfoundation