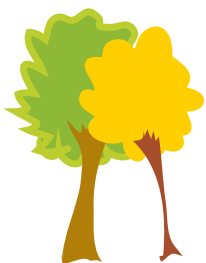
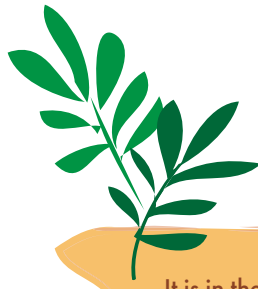




Lessons from the Wood Wide Web



Annual Report 2021 – 2022



It is in the shelter of each other that the people live.

*Padraigh ÓTuama,
Irish poet, theologian and conflict mediator*

A Word From Jo

When we moved to India, my husband's home, I told him since he had chosen the country, I would choose the town. I chose Dehradun and the reason, though I didn't analyze it until much later, was largely to do with trees.

We've lived in Dehradun for over 35 years now. Ravi, the boy who grew up in Mumbai's concrete jungle, playing cricket in an alleyway and commuting by three different buses to school every day, is now one of India's foremost environmentalists and spends his energy trying to protect our natural resources – trees, water, soil, air – everything that makes life on this planet both beautiful and possible.

Dehradun has changed dramatically in our 35 years here. But, though fewer in number, trees still inhabit our lives. Streets full of jacarandas, bottlebrush, gulmohars, plums, peaches and cherries in a profusion of purples, yellows, oranges and pinks: no matter how we abuse them, they go on forgiving us. My children grew up climbing the lichee trees in our garden and stealing mangoes from the trees in our neighbors'. Those trees paid no attention to Moy Moy's disabilities, nor to Anand and Cathleen's brilliance. The same fruit, the same shade, the same beauty is there for all.

Our annual report this year draws inspiration from Canadian scientist Suzanne Simard's startling discovery of the Wood Wide Web – an incredibly complex subterranean network of roots and fungi, through which forest plants share information, water and nutrients. While there's no evidence that these interactions are purposefully carried out, the Wood Wide Web has lessons for our increasingly perilous times. Acting cooperatively has helped forest trees endure despite debilitating threats while rooted firmly to the ground. Imagine the possibilities if we were inclusive too.

Disabled people are the world's largest minority population, with over 200 million in India alone. The WHO's 2001 International Classification of Functioning, Disability and Health views disability not as a problem in and of itself but as a condition imposed by environmental barriers that prevent people from participating fully in the world. Imagine if they had their rightful seat at the table instead of being consistently marginalized and condemned to a vicious cycle of multi-generational socio-economic struggle. Imagine the wonder, vitality and flourishing it would bestow upon us all.

Our Mission

The Latika Roy Foundation is a nonprofit organization with a mission to provide specialized, localized services to disabled children and their families, and help others do the same.



"We moved to Dehradun from Himachal Pradesh to admit Ananya to the Latika Roy Foundation. She could hardly speak back then. Her speech is very clear now. She really enjoys the company of the other kids at the CDC. Nowhere else has she been treated with so much love and care."

Anita Dwivedi, mother of Ananya, 7



"I've loved working at PSI (People's Science Institute) since I was placed as an Accounts Assistant here three years ago. Learning data entry and MS Word at the CVT has helped me at work. I've learnt to photocopy, scan and file papers. My family's very happy that I can support them with my work."

Priyank Bharti, 30, former CVT trainee



"The stress and tension of the day just melt when I enter this gate. I feel like I belong. Every time I see a disabled kid, I want to tell them to come straight to LRF. The services here aren't available anywhere else in the state"

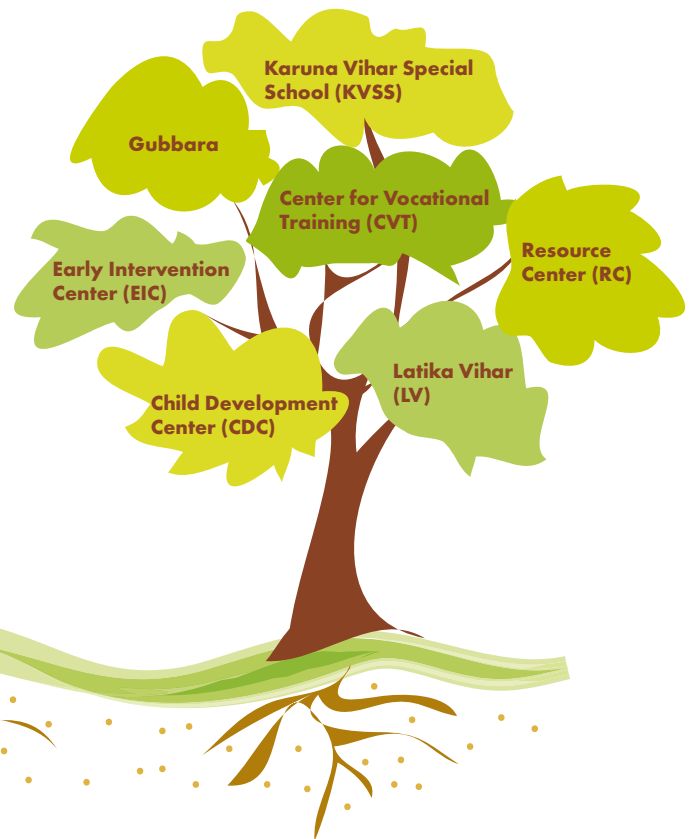
Kiran, mother of Ansh, 14



Planting the Mother Tree

The seed of the Latika Roy Foundation was sown 28 years ago by a little girl named Moy Moy (1989–2018). When Moy was diagnosed with cerebral palsy at age three, Dehradun had next to nothing for children like her. Her mother, Jo, had to take the train to Delhi so that she could have therapy every month. But Moy was still a tyke and a lot more portable than she'd become. Crossing state lines frequently with a disabled child in a country without wheelchair access would become untenable soon. Besides, what of the thousands of other children whose families lacked the time and resources to do likewise? And so, like so many mothers across borders throughout history, Jo took matters into her own hands – she started a school for Moy Moy and other developmentally disabled children like her.

Twenty-eight years down the road, the Foundation has self-seeded, thanks to the unwavering support of people like you, who share our vision of a better world for children with disabilities. Our seven centers offer integrated, multi-disciplinary services that cater to the needs of children from infancy all the way to adulthood, and their families. The LRF Club is India's only leisure and entertainment space just for disabled adults to unwind and socialize with music, games, films and a café.



Kritika, 15, joined Latika Vihar (LV), the Foundation's inclusive play center when she was four. She loved the activities and playing with the other kids but her frequent hitting kept getting her in trouble with them.

Suspecting that her behavior might stem from a mild intellectual disability, the LV staff referred her to our special school, Karuna Vihar, where a multi-disciplinary team of special educators and therapists devised an Individualized Education Plan (IEP) to help her flourish academically and socially. She began helping out with the household chores and in the kitchen, while also keeping up with her schoolwork.

At 12, Kritika had progressed enough to be admitted into mainstream education. It was a sweet day for us when her father called with the terrific news – *"Aap ki beti pass ho gayi hai! Mithai lekar aa raha hoon!"* ("Your child has passed. I'm on the way with sweets!").

Our Impact

A Fruit in Season All Year Round

Lessons, therapy, counselling, connections in the thousands as we forge ahead together towards a better world for disabled children. Thank you, dear friends, staff and donors – here's a glimpse of what you made happen this year.

Family Services

Helping families make informed decisions about services and support for their child based on their own unique strengths, needs and challenges is foundational to our approach.

"When we work with disabled children, it's all-important to remember that their families are their greatest strength. Nothing matters as much as families because without them, nothing happens."

Jo's Blog

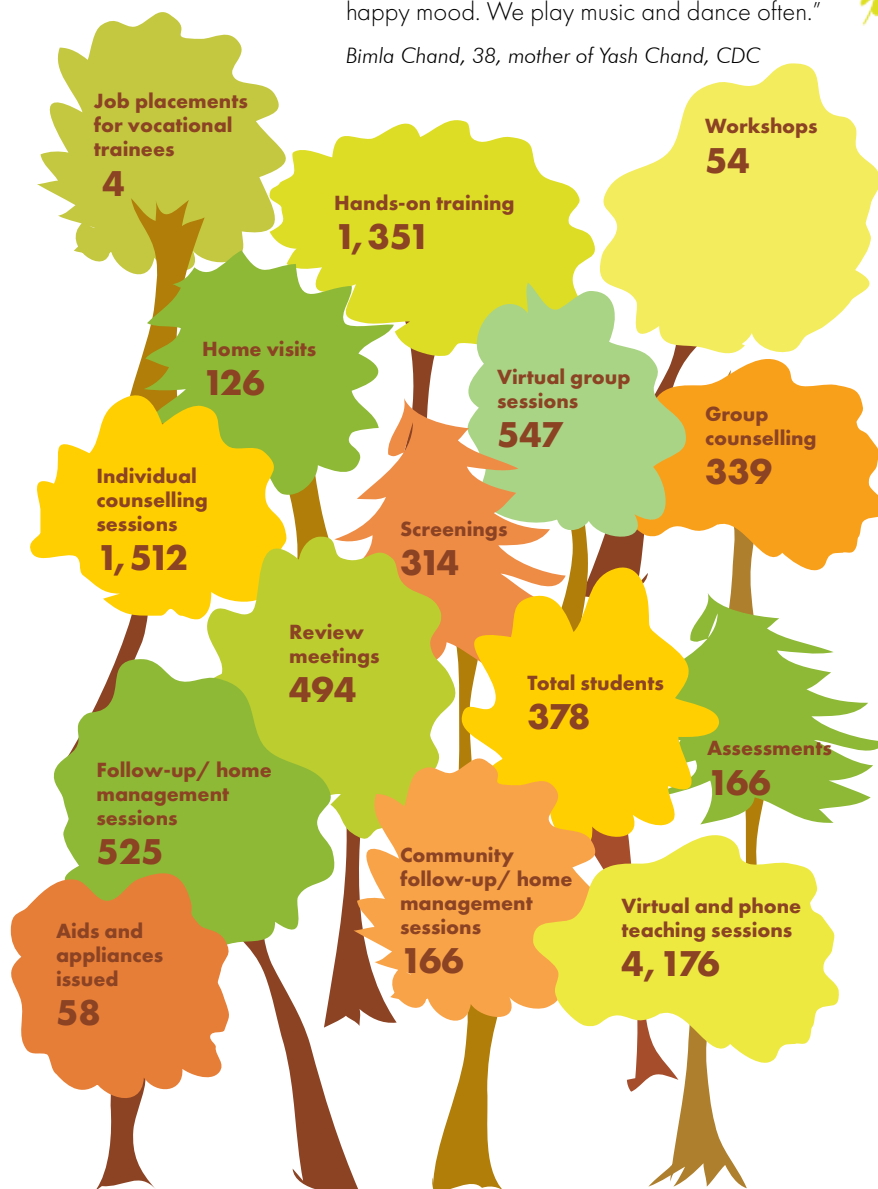
<https://latikaroy.org/jo/2021/08/20/the-f-words/>

Exposure to life outside home and center is an important part of the day for trainees at our Center for Vocational Training. On a grocery shopping trip one day, our trainee Abhishek, who has an intellectual disability, expressed his desire to work as a shop assistant. Seeing that his skills and conduct indicated a potential fit, the owner of the store we contacted agreed to take him on trial. Abhishek went on to become a regular employee with a salary of Rs 8,000 and benefits. He loves that his mother takes him shopping for whatever he wants to buy on his salary.

Mohammed Shaad's parents came to Gubbara because he couldn't stand or walk after contracting meningomyelocele at the age of two. He was one when he began sitting and didn't crawl until he was almost two. Our therapists customized an insole to support his foot, fitted him with a knee gaiter and demonstrated exercises to follow at home. Now able to walk, keep up with his lessons and communicate well, Shaad's all set to transition to mainstream school.

"The parent workshops have given me many ideas to use with Yash. I learnt how to work with his behavioral and communication problems. He picks up the words I use while doing activities. If I say 'spoon' now, he passes me a spoon. He knows the words for everything we use at home. I have techniques to distract and calm him down when he gets hyper. I make it a point to talk to him a lot when he's in a happy mood. We play music and dance often."

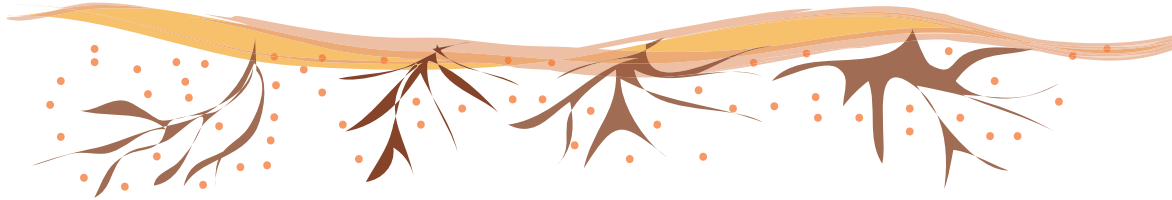
Bimla Chand, 38, mother of Yash Chand, CDC



Awareness

When the Roots are Deep, There's no Reason to Fear the Wind

We raise awareness about disability issues, rights and entitlements among the disabled as well as abled, to draw attention to the systems already in place as well as to the exciting work we still need to accomplish.



Awareness sessions

168

3,163 participants

Empowerment sessions

60

267 participants

Outreach

5

100 participants

Events

4

355 participants



Internships

18

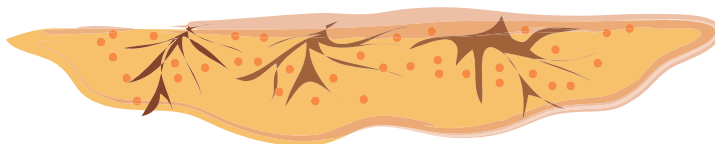


Vasant Utsav 2022, the spring festival conducted annually at Raj Bhawan, the Governor's Palace, was our first outing together after being cooped up indoors for the better part of two years. For our trainees at the CVT and members of The Club, it was a welcome opportunity to socialize and put the skills they need to get around outdoors into practice again.

Interns from eight institutions in India and abroad worked on projects such as helping families apply for UDID cards, teaching-learning materials (TLMs), and research on human rights in the context of India's disability laws.

"Great to work at Latika Vihar! It was an enriching experience and I'm happy with what I've been able to put together. It was fun and inspiring to see the work here"

Ishan Prabhakaran, University of Amsterdam, calculated the cost per child at LRF



Lectures & conferences
we presented at

6

551 participants

Presentations

14

546 participants

Workshops

18

513 participants

LRF staff are regularly invited to attend and present at lectures, conferences and workshops. It's a great way to raise awareness about the issues we care about, learn more and keep abreast of the latest from those on the frontlines, as well as to network with other civil society and educational institutions.

In keeping with our mission to help other organizations provide specialized, localized services to disabled children, we worked with principals, teachers and counsellors at the Indian Army's Asha Schools for disabled children to develop TLMs, standardize the curriculum and implement evidence-based best practices within a strong framework of child protection. The training included structured methods to work with parents so that they can help their children transition to adulthood and vocational training.

Congratulations, Prem Kumar Singh, Project Head, CVT, on being appointed Assistant Clinical Director, Health Promotion, at the Uttarakhand Chapter of Special Olympics Bharat! We're so proud of you!



Staff Training

So much to do and so little time to do it in but developing our staff's capacities, helping them stay abreast of the latest developments in their fields and equipping them to rise in their careers is a big priority. This year we conducted new or refresher training on mental health, autism intervention, child protection and the POCSO Act, fundraising, caregiver skills, data points for monitoring and evaluation analysis, the Awaz* app, and Disability Buzz, a program to help our interns understand the issues surrounding disability in India.

**Awaz is a learning and communication app designed for disabled individuals with speech impediments. Learning to use it has enabled our parents to help improve their children's communication.*



Our Board

All Flowers Keep the Light



Our stewards, most enthusiastic supporters, biggest champions and most committed volunteers*. Thank you for taking on your duties with such grace and dedication. Big thanks also to Sanjay Sondhi and Saatvika Nagalia, our outgoing board members – we'll always appreciate all you've done for us.



Mamta Govil
President

A management professional and special educator, Mamta currently teaches at Welham Girls' School, Dehradun.



Mankiran Chowhan
Vice-President

Mankiran is a technology business leader with 20 years of experience in driving high-performance growth culture, building talent and managing complex transformations.



Jyotsna Brar
Treasurer

Jyotsna retired as Principal, Welham Girls' School, Dehradun. She's served on the governing bodies of education boards and schools. She's currently involved in professional development programmes for educators and consultancy for educational institutions.



Jo Chopra
Secretary

Founder and Executive Director of the Latika Roy Foundation, Jo was inspired to set up the organization by her late daughter Moy Moy, who was diagnosed with cerebral palsy at age four.



Ranjona Banerji
Member

Ranjona has been a journalist for over 30 years. She's also involved with groups that work to raise awareness about mental health and the environment.



Ena Gaur
Member

Ena is a special educator who's passionate about developing innovative teaching strategies for her students and believes that connecting with students and their families is key to witnessing any progress.



Dr Satendra Singh
Member

A national award winner and pioneer in diversity and inclusion, Satendra is a Professor of Physiology, co-founder of the Health Humanities Group at University College of Medical Sciences, Delhi, and executive member of the Delhi Medical Council.

*No remuneration is paid to any board member except Jo Chopra who receives a salary of Rs 14,52,000 per year for her services as Executive Director.



GROWing at the Grassroots

LRF was selected as one of 100 high-impact partners at the GROW Fund, a first-of-its-kind initiative of the EdelGive Foundation and other funders, that builds the capabilities, resilience and future readiness of grassroots organisations to effect change. The Fund will support key organizational functions over 24 months.



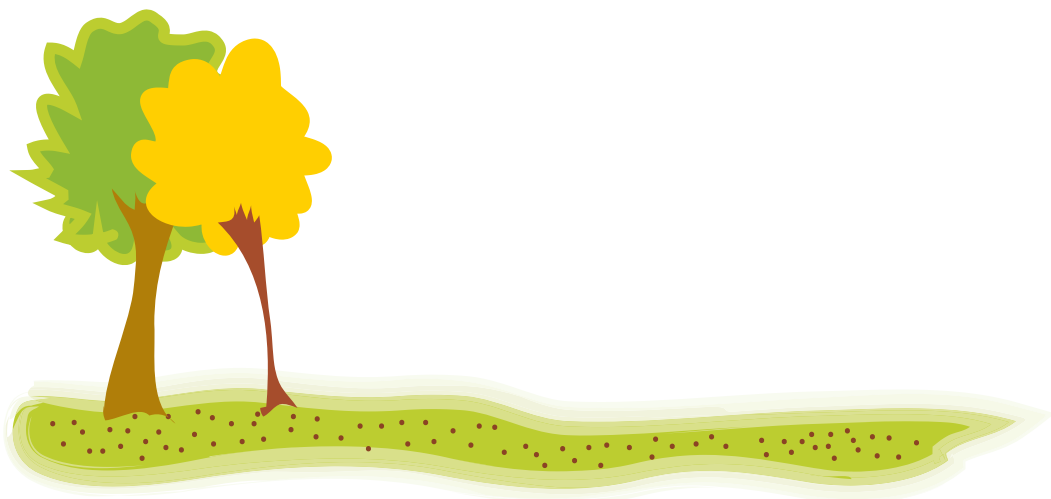
Looking Ahead

Seeing the Forest and the Trees

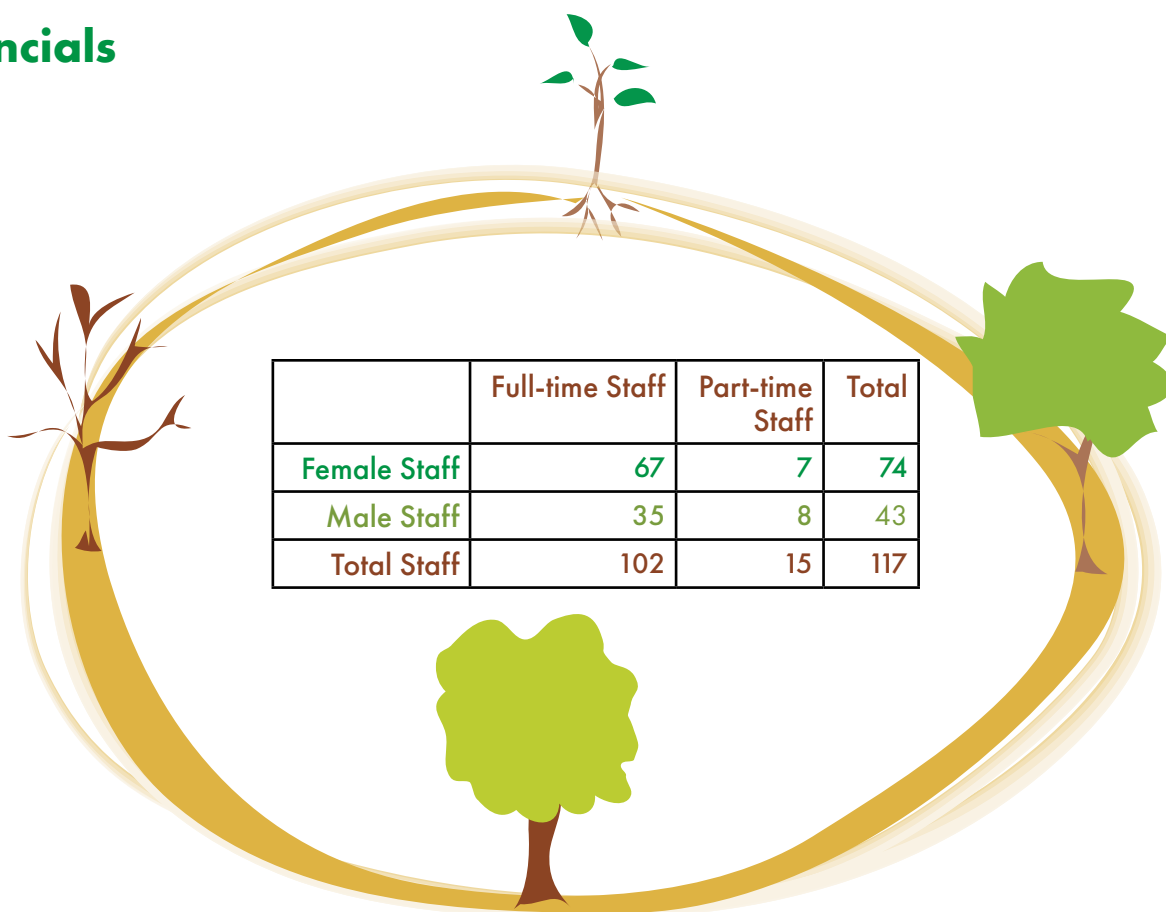
Inclusion doesn't just happen. It's foundational. It's built step by step and brick by brick, emerging out of careful thought and clear intention when like-minded people strive together towards a common vision.

Our grandest plan for the year ahead is to begin constructing India's first state-of-the-art campus for disabled children, built to universal accessibility standards: specialized equipment, accessible playgrounds, customized lighting, wide doorways, ramps, therapy and family counselling rooms. A symbol of what's possible with a creative vision of inclusion with disabled people front and center, speaking up for disability rights and an agenda that's a national priority. A community space that looks like India: Vivid. Colorful. Shining. Alive with talent, diversity and respect.

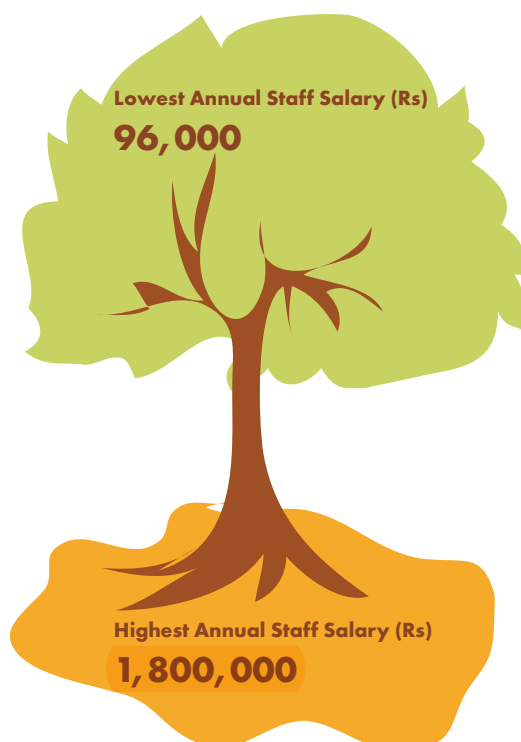
Generations of disabled Indian children have been relegated to the margins for too long. Our campus will change that.



Financials



Slab (Rs)	Female Staff	Male Staff	Total
Above 5,00,000	8	3	11
3,00,000—4,99,000	16	2	18
1,00,000—2,99,000	40	27	67
7,50,00—9,90,00	1	3	4
7,50,00—9,90,00	2	0	2



Balance Sheet as on March 31, 2022

	Particular	Local*	FC*	Current Year*	Previous Year*
A	Sources of Funds				
	Capital Fund	1,65,22,609	1,04,07,649	2,69,30,258	1,60,14,740
	Corpus Fund	10,00,000		10,00,000	
	Endowment Fund	3,07,738		3,07,738	3,07,738
	Building Fund	51,000		51,000	
	Fixed Assets Capital Fund	1,70,80,786	57,31,490	2,28,12,276	1,75,69,848
	Grants Pending Utilization	77,47,916		77,47,916	2,52,99,528
	TOTAL	4,27,10,050	1,61,39,139	5,88,49,189	5,91,91,854
B	Application of Funds				
I	Fixed Assets	2,64,35,735	1,03,85,965	3,68,21,700	3,15,62,549
II	Current Assets, Loans & Advances				
a)	Cash & Bank Balances	1,51,06,767	58,09,872	2,09,16,639	3,30,40,361
b)	Security Deposits	86,000		86,000	1,29,000
c)	Prepaid Taxes	21,171		21,171	70,518
e)	Other Current Assets	10,73,365	52	10,73,417	1,80,637
		1,62,87,303	58,09,924	2,20,97,227	3,34,20,516
IV	Current Liabilities				
a)	Expenses Payable	12,988	56,750	69,738	3,89,462
b)	Creditors-Capital				54,01,750
c)	Other Liabilities				
		12,988	56,750	69,738	57,91,212
	Net Current Assets (III-IV)	1,62,74,315	57,53,174	2,20,27,489	2,76,29,304
	TOTAL	4,27,10,050	1,61,39,139	5,88,49,189	5,91,91,853

*All figures in INR

Every single donor and the full audited report is available at www.latikaroy.org/audited-accounts



The Family Tree

Like branches of a tree that grow in different directions with their roots remaining as one, our funders and donors span a myriad of interests, but the values in which we're rooted remain as one.

Thank you for sharing our vision of a better world for disabled children. None of this would be possible without you!

Not that I want to be a god or a hero.
Just to change into a tree, grow for ages, not hurt anyone.

Czeslaw Milosz

LG Donors List

Status

Corporate

Name of Donor

Advanced Tech Consulting Service Pvt Ltd
Bajaj Finance Ltd
Cushman & Wakefield India Pvt Ltd
IRIS (KPO) Resourcing India Pvt Ltd
PMG Integrated Communications Pvt Ltd

Corporate Total (Rs) 1,29,75,000

Individual

Abha Adams
Akshay Das
Alisha
Amit Ghildiyal
Ann Jose Varavukala
Anshul Verma
Avnish Khan
C. Antony Louis
Darshan P Mundada
Deep Chandra Joshi
Devendra Rathor
Dr Deepika
Divyakshi Kukshal
Geetanjali Blaggana
Indeera Chand
Ishaan Arora
Kamala Kalra
Karuna Sen
Kaushiki Sanyal
Madhu Vrat
Mamta Govil

Individual

Mankiran Chowhan
Maulik Thakkar
Meenu Jolly
Megha Girdhar
Dr Nandita De Souza
Navin Nautiyal
Neelabh Bist
Neerja Sharma
Nilima Kalra
Pankaj Bahuguna
Pooja Mundada
Pooja R Kothari
Prasad Pandit
Puneet Kalra
Purushottam Mundada
Rajesh Puri
Rajiv K Suri
Rajneesh Kumar
Rakesh Chandra
Ravi Chopra
Reeta Tripathi
Rethi Arvind
Riddhi Shah
Rita Kapoor
Rupa Kamodia
Sana Smriti
Sangeeta Bhalla
Dr Sarika Khurana
Sanjay Bisht

LG Donors List

Individual	
Sapna	
Saurabh Arora	
Shini Menon	
Shipra Pande	
Shivam Kapri	
Siddharth Sharma	
Sonam Mundada Sud	
Suman Vasudeva	
Sumita Nanda	
Sunil Goyal	
Swati Bisht	
TCA Anant	
Tilak Raj Gulati	
V N Garg	
V P Singh	
Veena Mishra	
Vibha Puri Das	
Vikas Grover	
Vinay Arora	
Vinod Kumar	
Virendra Prasad	
Yasmin Faridoon Bilimoria	
Individual Total (Rs)	17,45,848
Private Trusts and Foundations	
Action for Autism	
Army Wives Welfare Association	
Aruna Sinclair Foundation	
Azim Premji Philanthropic Initiatives Pvt Ltd	
Charities Aid Foundation, India	
EdelGive Foundation	
H T Parekh Foundation	
Sadanand Trust	
Shantadevi Sah Charitable Trust	
Total (Rs)	2,51,31,523
Grand Total (Rs)	3,98,52,371

FC Donors List

Status	Name of Donor
Individual	Anand Chopra-McGowan
	Anuradha M Soin
	Christopher Gregory
	Jack Young
	Maneesha
	Mary McGowan
	Melanie Monsour
	Nancy Harvey
	Parvathi Subbiah
	Richard Stith
	Rishi Das
	Sarah Davies
	Sheila Josephine McGowan
	Theo Demolder
	Tom & Shubhi Raymond
Individual Total (Rs)	3,36,024
Private Trusts and Foundations	
ASED	
Community Living Toronto	
Indians for Collective Action	
The UK Online Giving Foundation	
Vaishnava Center for Enlightenment Inc	
Total (Rs)	46,32,205
Grand Total (Rs)	49,68,229





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Facebook: Latika Roy Foundation Twitter: @LatikaRoyFound1 Instagram: @latikaroyfoundation

The Latika Roy Foundation is an entity of the Latika Roy Memorial Foundation.