



Organized 3 days of Capacity Building Residential Training on Inclusive Education for ADD India
by Seva-in-Action

NEWSLETTER

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ANNOUNCEMENT

Quizabled: We are reaching 10 states across India
with National-level Finals in Bengaluru in January 2024

Products: Launching new products including Frames,
Coasters, Coffee Mugs with Mandala Art

Inclusive Education: A need-based Capacity Building
Training on Inclusive Education for CBR field staff at Seva-in-Action



Foreword

“A journey of a thousand miles begins with a single step --Lao Tzu”

We are happy to bring you the latest news and updates from Seva-in-Action as we continue our mission to empower and bring about a change in the lives of persons with disabilities specifically individuals with intellectual and developmental disabilities (IDD) who have always been vulnerable groups in society. This October, our hearts are filled with gratitude, as we reflect on the progress, we've made in achieving our mission.

In this newsletter edition, we're excited to share inspiring stories, educational insights, and upcoming events that exemplify our commitment to inclusivity, support, and advocacy. The skill development unit trains children with IDD to find placement in open employment for sustainable livelihood. Capacity building of CBR workers to create inclusion in regular schools with ADD was taken up to emphasize SiA's work on inclusive education. We intend to take up more of such training in the future to promote inclusion at the grassroots level. This year our distinctive Quizabled program with children across disabilities shall reach out to 10 states and has started with the curtain raiser at Chennai in collaboration with SPASTN.

SiA intends to achieve its mission with our dedicated team, and support from the larger society besides friends and supporters like you who stand with us on this journey.

Mrs. Ruma Banerjee

Vice-Chairperson, Seva-in-Action

Celebrating **Abilities**,

Fostering **Inclusion**



Success Story



Following 7 years of Skill Development training at Seva-in-Action, **Emanvel Robert**, also known as Manu (25), started looking for a job in the hospitality sector. In April 2023, an opportunity arose through Compass Food India Service for a position at the Microsoft Cafeteria in Bengaluru. Manu obtained a three-month internship as a skilled Utility Worker in the kitchen area after acing the practical interview, reaping satisfactory compensation. Despite challenges while commuting to the new workplace, Manu exhibited prowess in dish cleaning, organizing, and stocking. We recommended Compass Food India, who later agreed to employ Emanvel's mother, Ms. Mary Stella, in the same kitchen area to offer guidance and assistance in dealing with Emanvel's behavioral challenges. Under her supervision, there has been a noticeable improvement in his behavior. The commendable initiative of Ms. Navya, Recruitment Manager, Compass

Food India Service's commitment to hiring individuals with neurodiversity conditions, deserves our gratitude for fostering an inclusive and supportive work environment.

More Success...!!

During June 2023, four trainees, **Abhishek Inamdar**, **Bhavit Verma**, **Dilip**, and **Sandeep**, underwent Employability Training in 2022-23. They were initially selected as interns at Wells Fargo, Bengaluru before becoming permanent employees within the Bengaluru Division. They extend their heartfelt gratitude to Seva-in-Action for this opportunity.

Activities at Seva-in-Action



Conducted the Yoga session on the occasion of International Yoga Day



On June 22nd, 22 Diageo employees paid a visit to their CEO's memorial, during which they engaged in various activities and generously supplied stationery items to our students

SiA has successfully enrolled all students in the National Career Service Centre for Persons with Intellectual and Developmental Disabilities, a government initiative in India. This registration will provide them access to a wide range of job opportunities, job fair information, and training programs with stipends.

We have initiated a partnership with Sarthak Trust for job placements in various sectors. We've selected five students who have completed their 10th-grade computer training through Sarthak Trust.

On August 31st, a one-day workshop was organized for parents highlighting the importance of skill development along with the roles and responsibilities of parents. The session was conducted with resource persons from Enable India and a dedicated volunteer pursuing a master's degree in Psychology. Additionally, Sri Hari Prakash, one of our volunteers, shared insights about the significance of Rakshabandhan during our festive celebrations.

SiA is proud to introduce innovative eco-friendly products like paper mash bowls and coasters, photo frames, Mandala art-inspired bookmarks, recycled bags, mats, candles, diyas, greeting cards, etc.



Visitors from around the world graced us with their presence. On the 22nd September, esteemed guests from the Vienna ZERO project, USA, Norway, Singapore, and Sweden visited SiA, furthering our global connections and collaborations.



We conducted an eco-friendly products workshop at Pega System company on September 14th, emphasizing the importance of sustainable choices and environmentally friendly products.



On September 27th, we organized a one-day educational trip to Nandhi Hill and Esha Foundation, providing our students with a valuable learning experience outside the classroom.



A need-based Capacity Building Training on Inclusive Education

Seva-in-Action (SiA) organized a three-day residential training program focused on Inclusive Education (IE) for ADD India's field staff at its facility in Koramangala, Bengaluru, on their specific request. The training program was meticulously designed, encompassing content, training methodology, duration, and expected outcomes, all in line with ADD India's mid-term evaluation recommendations.



The Launch of the 3-Day IE Training

The three-day residential training took place at Seva-in-Action, Koramangala, Bengaluru, spanning from 12th to 14th September, 2023. A total of 20 individuals, including 11 males and 9 females from ADD India, participated, representing five distinct project areas across Karnataka, including Chikkaballapur, Kanakapura, Guldlupet, Guledagudda, and Chittapur. Participants received

registration kits complete with name tags, and the training was inaugurated with a symbolic plant watering ceremony conducted by Community-Based Rehabilitation (CBR) workers from the mentioned locations.

The Training's Objective

The training aimed to equip participants with a comprehensive understanding of inclusive education, in line with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It covered aspects like comprehension of inclusive practices and the roles of different stakeholders. The methodology employed was interactive, used to impart knowledge and ensure effective comprehension of the content. It involved group discussions, presentations, and open forums for participants to ask questions, provide feedback, and offer suggestions. Training materials included pre and post-tests, PowerPoint presentations, an IE handbook, and session-specific handouts.



Trainers and Facilitators:

The training sessions were skillfully conducted by Ms. Manjula Nanjundaiah, Director of Seva-in-Action, who also enlisted the expertise of resource persons from various NGOs to lead sessions. These included Mr. Kantha Raju, Regional Program Manager from KHUSHI, Mr. G. Ramanathan, Director of SAMA Foundation, Ravi R., Technical Adviser and project Coordinator from Deaf Children Worldwide,

and Mallikarjunaiah, Director of the IE Department from APD. Additionally, Mr. Girish, Manager of the Skill Development Training Unit at Seva-in-Action, served as the Resident Instructor from 11th to 14th September 2023.

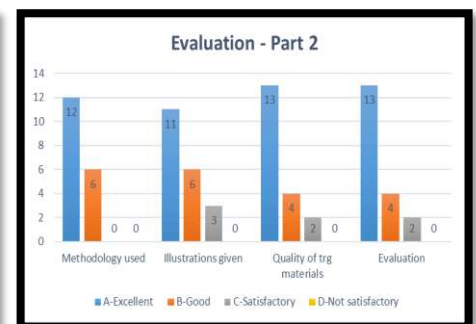
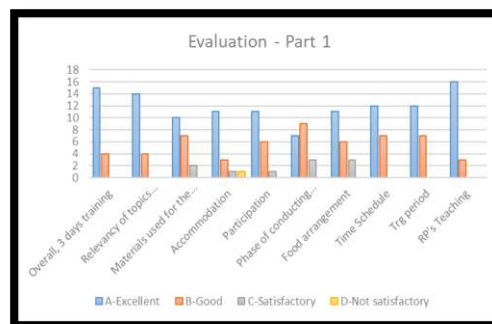
Training Evaluation, Post-Test

Upon concluding the training program, a post-test was administered, revealing that nearly all participants had acquired a comprehensive understanding of IE and the distinction between Equality and Equity. Notably, the pre-test results indicated that the majority of participants had not possessed this understanding, with a few even suggesting that special schools were the sole solution for educating children with disabilities. The training program was evaluated, and results were graphically presented.

Outcome

While building the capacity of ADD India's community-based workers in a three-day training program presents inherent challenges, the training aimed to equip them with foundational knowledge to act as facilitators in

establishing at least one model IE school in their respective areas. These facilitators may require additional support for the effective implementation of IE as they begin working with schools. Given Mr. Lobithas, Executive Director of ADD India, a strong commitment to inclusion, it is anticipated that he will carry this training forward to the implementation phase. This training program represents a significant step toward fostering a more inclusive and equitable education system for all.



Quizabled – Knowledge for All



Quizabled represents a pioneering and exclusive endeavor in India, aimed at fostering knowledge development among children and youth with disabilities. A remarkable platform where individuals with disabilities can exhibit their knowledge and learning capabilities. The inception of Quizabled dates back to 2016, when it was conceived by Seva-in-Action (SiA) and fortified by LTIMindtree (previously LTI) as part of its Corporate Social Responsibility (CSR) initiative. The project was meticulously crafted by 4 Edge Quizzing Solutions to ensure that it's captivating and accessible to children with disabilities.

Quizabled is thoughtfully structured to encompass five distinct categories of disabilities: Intellectual Disability (ID), Cerebral Palsy (CP), Autism Spectrum Disorder (ASD),

Visual Impairment (VI), and Hearing Impairment (HI). What started as a one-day event in Bengaluru, in 2016, has now flourished across the country. It has positively impacted over 5,000 children and made a difference in 400 schools in the year 2022.

Quizabled has significantly contributed to dispelling misconceptions, evolving innovative pedagogical approaches, and enhancing the advocacy of students with disabilities. As Quizabled enters its ninth year, it has transformed into a nationwide initiative spanning ten states, including new additions like West Bengal and Uttar Pradesh, alongside Karnataka, Tamil Nadu, Maharashtra, Delhi, Odisha, Kerala, Telangana, and Andhra Pradesh. The program is firmly moving forward under the banner of "*Celebrating Diversity & Empowering Lives*" offering a platform to nurture talents and celebrate diversity, ultimately fostering an inclusive society.

Get Involved: How You Can Help

We believe that true change happens when individuals and communities come together to support a cause. Whether you're a volunteer, donor, or advocate, your contribution makes a significant impact. You can help by:

Donating: Your financial support directly enhances the quality of life for those with intellectual disabilities.

Volunteering: Join us in our various programs, events, and activities.

Spreading Awareness: Share our stories and mission with your friends and family.

Advocating: Become an advocate for inclusivity and acceptance in your community.

Remember, together we can create a world where everyone, regardless of their abilities, is valued, respected, and included.

Thank you for being a part of Seva-in-Action's journey to make a difference in the lives of individuals with intellectual disabilities. We look forward to your continued support in the coming months.

Seva-in-Action

36, S.T. Bed Layout

Koramangala 1st Block

Bengaluru – 560034 | Karnataka | INDIA

Email: info@sevainaction.org.in & sevainaction@gmail.com

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