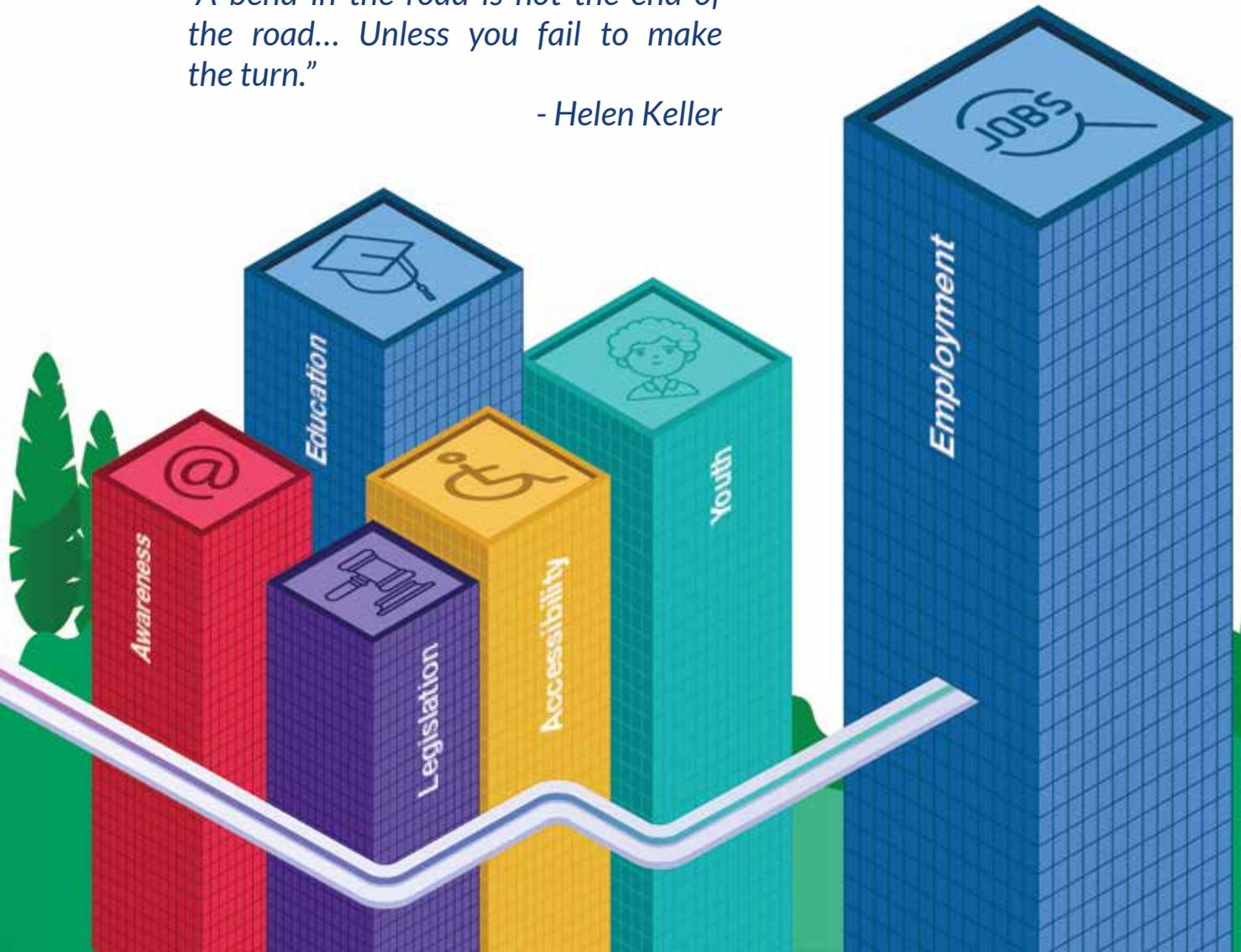


NCPEDP - MINDTREE Helen Keller Awards 2020

"A bend in the road is not the end of the road... Unless you fail to make the turn."

- Helen Keller





Arman Ali

Executive Director
NCEPDP

At the onset of the year 2020 who would have imagined that this year will bring about such myriad of changes to our lives, impacting our every aspect of life- personal, social, professional so on and so forth. The employment sector in particularly the informal sector have taken a major blow, that has pushed away a large share of people with disabilities away from access to employment services.

During these times, it becomes all the more apt to celebrate the efforts and contributions of people and organizations who are standing apart through their efforts towards empowering and furthering employment opportunities for people with disabilities. Individuals and Organizations who have welcomed this new normal and addressed radically to the needs of various accommodations of people with disabilities, supported them emotionally financially are the real Role Models.

The NCPEDP-Mindtree Helen Keller Awards recognises such Role Models who have advanced towards building an inclusive community through their focused and consistent initiatives. The Award process involved a rigorous assessment and while we have 11 Awardees the exemplary work that all the applicants are doing make them all the game changers of Inclusion.

Heartiest congratulations to all the winners, applicants and to each organisation and individual that is doing such remarkable work to promote employment for people with disabilities. We have a long way till Inclusion is existing in every sphere of our lives. To make it a reality and we must continue to do our bit so that no one is left behind.



Paneesh Rao

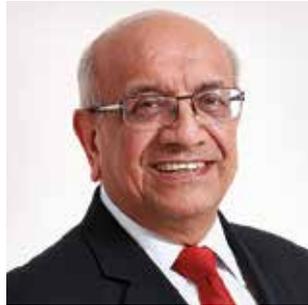
Chief People Officer
Mindtree

The NCPEDP- Mindtree Helen Keller Awards were instituted to recognize and celebrate excellent work done by people with disabilities, and the various organizations that help empower them to shine. We are proud and honoured to be a part of this noble endeavour that aims at providing employment opportunities to people with disabilities.

Mindtree has always remained steadfast in its resolution towards ensuring that we have the right processes and practices in place to promote inclusion and diversity by respecting the equality and potential of different individuals. We value the contributions made by them, which have consistently helped us march towards our goals. The aim of these awards is to recognize and celebrate the champions who are striving to ensure that people with disabilities achieve their goals and reach their true potential.

We believe that the amalgamation of different backgrounds, experiences and perspectives leads to innovation, and thus, greater results. On that note, it is fantastic that entities like NCPEDP have come forward to help positively impact the lives of people with disabilities.

It must be our constant endeavour to create a learning and career ecosystem for everyone to flourish and grow in their lives. Together, we are strong!



Som Mittal

Chairman
NCPEDP

2020 has been a very difficult year - the pandemic wreaking havoc on peoples' lives and global economies, exacerbating inequalities in the social fabric while creating new ones.

Overnight millions of jobs and livelihoods were lost including in IT, hospitality and retail eco system where people with disabilities are largely employed. With many of these jobs not conducive to WFH or most people lacking resources - space, connectivity or hardware to work from home - the disabled were the most impacted. Children with disabilities struggle to cope with online education. Inaccessibility of the healthcare system, no insurance cover and a grossly inadequate social security cover further increased pressure on India's disabled population.

The task before us now is even larger and urgent and needs to be addressed at many levels by many players collaboratively. That will only happen when we know where the people living with disabilities in India are. Media and many in the Government erroneously believe that the disabled are just a 2.5% of population whereas the estimates show it is over staggering 7%.

There is currently no data - the Census 2011 figures are grossly understated and the NSSO Report 2019 reveals even a lower population even as the number of recognised disabilities increased from 8 to 21. The starting point to Build Back Better would be the Census 2021 - which should get authentic and accurate data that will help develop better and more inclusive policies with appropriate budgetary allocations.

It was heartening to see how civil society stepped in to support the most vulnerable and marginalised. Citizens' movements ensured that maximum help was provided to all that needed it and many focused on supporting people with disabilities. As we prepare for the new normal we must build on these efforts, this new awareness and sensitivity to ensure the momentum gets stronger and more sustained.

NCPEDP will continue to encourage them and recognize them as we are doing with the Mindtree- Helen Keller Awards. We salute the winners for their efforts.



The NCPEDP-Mindtree Helen Keller Awards 2020

The story of the Helen Keller Awards dates back to 1999, making 2020 the 21st year of the Awards. For the past 2 decades the Awards have not only led to a recognition of the exceptional work being done by corporates, NGOs and individuals—but have also emerged as a credible way to map the progress being made year by year towards greater dignity and empowerment of India's 70 million disabled citizens.

Over many years, these Awards have come to be recognised as the most prestigious Indian benchmark for honoring people and organizations that have worked towards a barrier-free, non-discriminatory and inclusive India. Though over the years many individuals and organizations have been honored, two factors remain constant - one, the encouraging increase in the number of nominations that we receive each year; and two, the truly diverse nature of work being done by the Awardees (and indeed, all the nominees) in their respective fields. Both these facts amply suggest that India is well on her way of recognizing disability as an issue that needs to be addressed.

As we celebrate this change, it is also appropriate to remind ourselves that the fight for equal rights, access and opportunity for people with disabilities is an ongoing one. There is still much that needs to be done.

Nevertheless, please join us in felicitating the 11 Awardees of 2020, as we share their inspiring and motivating journeys. Heartiest congratulations to them for overcoming myriad difficulties in making our country—its institutions and workplaces more accommodating and inclusive!



Saurabh Chandra

Jury Chairman

Mr. Saurabh Chandra, a Graduate in Electrical Engineering from the Indian Institute of Technology, Kanpur (First with Distinction), retired from the post of Secretary, Government of India, Ministry of Petroleum and Natural Gas. Prior to that he was Secretary in the Department of Industrial Policy and Promotion, Ministry of Commerce and Industry, Government of India.

He is currently a Public Interest Director and Chairman of the Board of Directors of MCX and an Independent Director on the Boards of SBI Pension Funds Pvt. Ltd, Vacmet India Limited and J.K. Cements Ltd.

He has vast experience in formulation and implementation of policies at the highest levels and reforms measures in multiple areas and sectors – oil and gas, industry & manufacturing, foreign direct investment, intellectual property and disinvestment including strategic sales.



Abraham Moses

Abraham Moses is currently working in Mindtree as a General Manager & Good Samaritan from inception for the last 20 years. Prior to Mindtree, he was with Wipro for 17 years. He worked in Administration for a long time. Since last 11 years, he is heading Mindtree Foundation. In 2012, he was conferred with the “Good Samaritan” philanthropy award by Forbes India. Since last 4 years, he is one of the jury members for the NCPEDP - Mindtree Helen Keller Awards.



Deepak Ghaisas

A qualified Chartered Accountant, Cost Accountant, Company Secretary and alumnae of London Business School, Deepak Ghaisas is Chairman and Chief Mentor of the Gencoval Group where he leads strategy development, visioning and conceptualisation of breakthrough business models for the company, focusing on bringing new inventions and innovations in Healthcare Bio Tech area to this part of the world and working on curative, predictive diagnostics and delivery side of the healthcare. A renowned Angel Investor and Venture Capitalist, Ghaisas teaches at various Management Institutes in India and abroad as a visiting faculty. Deepak is also on advisory Boards of various management institutes. He is currently the member of Board of Governors of IIT Kanpur and the Chairperson of Board of Governors of Indian Institute of Information Technology & Design, Jabalpur. A die-hard music lover, he continues to play the Tabla whenever he finds the time.



Ira Singhal

With a BE and MBA from India's premier institutes, Ms Ira Singhal is the First Person with Disability to top the prestigious Civil Services Examination, 2014. She is the Joint Director, Department of Women and Child Development and Joint Director, Department of Social Welfare, Government of Delhi. She is the brand ambassador of NITI Aayog and is on the National Panel for Accessible Elections, Election Commission of India. Various Awards won by her include India Today's Woman of the Year 2015, President's Gold Medal for Topping the IAS Training. Raising CSR support she has undertaken many development projects for children with and without disabilities- setting up a Crèche and day care facility for children from poor backgrounds and training 7500 teachers of government schools under her jurisdiction to make the schools inclusive.

CATEGORY A

Role Model Persons with Disabilities

Persons with Disabilities from within the disability sector and outside who have been active as ambassadors of the cause of employment for people with disabilities and are a positive role model for others.

“Life is either a daring adventure or nothing at all.”

- Helen Keller

Awardees

- Ammu Mohan
- Kartik Sawhney
- Kiran Nayak B.
- Ajay Minocha



CATEGORY A AWARDEES



Ammu Mohan

Senior Process Analyst

Refinitiv India Shared Services Private Limited,

Bengaluru, Karnataka

ammu.beulah1@gmail.com

Ammu works as a Senior Process Analyst with Refinitiv India. As a senior member of the team, she's responsible for the reports sent out to the Managers at Global Level and she also handles the quality check of the team. She has won multiple Best Team Performer Recognition Awards.

Ammu has set high benchmarks in sports. An International Para Badminton Player, she is currently ranked No 1 at National Level, 17th at International and 15th at Para Olympic under Wheelchair 2 category. Her income sustains her family and her sports career.

An active participant in a local trust which works for the people with spinal cord disabilities, she also mentors, guides and counsels other people with disabilities on issues of career choices, emotional issues or financial distress. She helps organise financial support to persons with disabilities for their medical expenses and also helps getting them special medical aids from the Government of Karnataka.



Kartik Sawhney

AI scientist at Microsoft,
Co-Founder and CEO at I-Stem

New Delhi
sawhney.kartik@gmail.com

A young disability advocate and technologist working to empower people with disabilities through technical innovation particularly in the fields of education and employment, Kartik is an AI scientist at Microsoft and is the technical lead for the AI for Accessibility program. Realising that high potential students and professionals with disabilities in India did not have equal hiring opportunities, and corporates lacked the awareness to consider them for high-skilled positions Kartik cofounded I-Stem, of which he is the CEO, to empower students and professionals with disabilities using technology, community and support services. With seven academic partners (including IITs, IIMs etc.) and eleven corporate partners (such as Microsoft, Morgan Stanley, Oracle, Deutsche Bank etc), I-Stem has reached nearly 1,200 people with disabilities in 10 countries. A global advocate for equal opportunities for people with disabilities, Kartik has spoken on this issue at the UN General Assembly, the Conference of State Parties, World Economic Forum, World Bank and other international forums. As a UN Young Leader for the SDGs, he has also worked with the Governments of Antigua, Barbuda and Finland in helping them explore technology to enhance employability for youth with disabilities.



Kiran Nayak. B

Secretary,
Karnataka Vikalachetanara Samasthe-KVS

Chikkaballapura, Karnataka
ushakirannayak@gmail.com

Kiran Nayak B. is an Adivasi transgender man with a disability who has been working on sexuality and disability issues. Since 2012, Kiran has been helping people with disabilities to secure and stabilize their livelihood by mentoring candidates to job melas organized by the government and non- governmental organizations, referring qualified and experienced candidates to government (for contractual employment) and private organizations employing people with disabilities, assisting candidates (through counselling, training on computer basics, etiquette and communication) to secure Group D category jobs, assisting candidates in obtaining credit, subsidies and grants for self-employment under relevant schemes offered by the state and central governments. He has also counselled many unskilled people with disabilities to join certified vocational training courses offered by Canara Bank Swyam Udyoga Samasthe.

Overall Kiran has assisted 7500+ people with disabilities, transgender persons, people living with HIV (PLHIV) and other socio-economically marginalized persons (youth, religious minorities, Dalits, street vendors, auto rickshaw drivers) through his work in Karnataka, Telangana and Andhra Pradesh. Between 2012 and 2020, he has assisted around 1000+ persons with disabilities in Karnataka, Telangana and Andhra Pradesh to secure employment in various government (state and central) and private organizations.

CATEGORY A AWARDEES



Ajay Minocha

CFA, Senior Credit Risk Analyst,
Deutsche Bank

Faridabad, Haryana
ajayminocha2@gmail.com

Ajay works as a senior credit risk analyst with Deutsche Bank. He is responsible for preparing credit rating reports and credit reviews for Bank's corporate clients located across US and Europe. He was born with Retinitis Pigmentosa, a degenerative eye condition making him 100% blind by the age of 19. Assistive technologies like screen reading and OCR softwares proved like a boon for Ajay, playing a pivotal role in helping him earn MBA from prestigious IIM Indore and become 1st blind person from India to receive the Chartered Financial Analyst charter from CFA institute USA.

A firm belief in the importance of assistive technology for persons with disabilities motivated him to volunteer as a trainer and mentor for visually impaired persons, guiding them about career paths and providing them necessary trainings to use assistive technology. His passion for technology helped him bag the 1st runner-up position in an international Tech skills competition organized in S. Korea.

CATEGORY B

Role Model Supporter of Increased Employment
Opportunities for Persons with Disabilities

Individuals from within the disability sector or outside who have contributed substantially to the cause of promoting employment opportunities for people with disabilities over an extended period of time.

*"The highest result of
education is tolerance"*
- Helen Keller

Awardees

- Ranjan Banerjee
- Dr. Surender Mohan Gupta
- Dr. Bhavesh Chandubhai Bhatia





Ranjan Banerjee

General Manager,
Crowne Plaza Today New Delhi Okhla
New Delhi
Ranjan.banerjee@ihg.com

Mr Ranjan Banerjee is a seasoned hospitality professional who has undertaken several measures and conceptualised innovative ideas to ensure that all employees with disabilities are provided a conducive and supportive environment at their workplace. All staff members undergo a diversity sensitisation training, as part of their orientation, to ensure seamless communication with the employees with disabilities. The General Manager and Department Heads also meet the new employees with disabilities of the Crowne Plaza to help them understand their job responsibilities and roles with interest & ease. Special sign language posters are displayed in the back of the house areas on the hotel premises.

Mr Banerjee ensures regular formal and candid conversation sessions with team members with disabilities to understand their developments and any issues they may be facing. They are also invited, along with their families, to celebrate their work and address their concerns once a year. He strongly believes that creating a platform of dialogue and appreciation is very important to break the stigma prevalent around disability in society.



Dr. Surender Mohan Gupta

Global Chief People Officer,
Startek
Mumbai Maharashtra
sm.gupta@startek.com

As Global Chief People Officer of Startek, an NYSE listed entity, Dr Gupta steers the People Management function in respect of multi-cultural, multi-lingual and socio-economically diverse 42,000 strong workforce. A member of IBDN (India Business and Disability Network, Dr Gupta has over 30 years of experience across diverse sectors. He has cascaded an ambitious goal to employ persons with disabilities equal to 1.5% of the global workforce and has over the last nine years impacted over 6000 people with disabilities.

Progressive People Policies such as Human Rights, Equal Employment Opportunity, Prevention of Harassment, and Policy on Affirmative Action were introduced to drive diversity and inclusion at workplace. Dedicated Diversity Champions, nominated at global as well as country level, lead and cascade various initiatives focussed on hiring and empowering persons with disabilities. Extensive communication and training are organised around the initiative which included training on diversity and inclusion at induction, disability sensitization, round table, affinity groups, policy refresher sessions, sessions on affirmative action, workshops on sensitizing line managers, cultural sensitization workshops etc. Accessible infrastructure and facilities are ensured and periodic assessment and refinement on initiatives are done to improve coverage and effectiveness.

CATEGORY B AWARDEES



Dr. Bhavesh Chandubhai Bhatia

Founder and President, Oshonic Vision for the Blind Welfare Society

Mahabaleshwar, Maharashtra
bhaveshcbhatia@gmail.com

Dr. Bhavesh Chandubhai Bhatia is the founder and President of Oshonic Vision for the Blind Welfare Society that provides Skill Development trainings and employment opportunities for persons with disabilities through training in manufacturing and marketing of different products such as designer candles, Scented incense Stick, Diyas candles with wax- ready to use, Cloth Bag, Paper bags to the people with disabilities, creating market linkages within the country and overseas.

Bhatia has established candle manufacturing units at 72 different places across India, without accepting any kind of Grant or Donation from Government or any other private body and his company - Sunrise Candles has been successful in employing more than 3470 of the trainees with visual disabilities. At the manufacturing unit, employees are provided free accommodation and 3 meals along with free skill development training. Trainees are drawn from organizations like Cancer Aid Society, HIV Positive Patient's Association, Orphanages, National Federation for the Blind etc. Sunrise candles are exported to 65 countries.

CATEGORY C

Role Model Companies/ NGOs/ Institutions

Organisations from the disability sector or outside who have shown their commitment towards promoting equal employment opportunities for people with disabilities.

*“Knowledge is love and light
and vision”
- Helen Keller*

Awardees

- Atma Nirbhar- Ek Challenge
- Nukkad Tea Cafe Ventures LLP
- Rehabilitation Aids Workshop by Women with Disability (RAWWD)
- Chhanv Foundation





Atma Nirbhar- Ek Challenge

Guwahati, Assam
atmanirhar@gmail.com

Atma Nirbhar - Ek Challenge was founded with the objective of providing economic rehabilitation to adults with physical and intellectual disabilities, in Assam, by creating opportunities for them to work with dignity and earn a living. The organisation operates a facility to blend and package their own brand of NavJeevan tea and spices and currently provides employment to 50 beneficiaries with different disabilities. They also try to provide training in paper bag making, tailoring and horticulture for self-employment opportunities.

Apart from a monthly stipend, Atma Nirbhar also provides a wholesome midday meal to all its beneficiaries at a subsidized rate of Re. 1/- per day which is, for most, the main meal of the day. All the beneficiaries have also been enrolled in the social security schemes like Employees' State Insurance Corporation (ESIC) Scheme and Provident Fund.



Nukkad Tea Cafe Ventures LLP

Raipur, Chhattisgarh
contactus@nukkadteafe.com

Nukkad Tea Cafe is a social enterprise employing and empowering young adults from low income group and people with disabilities. Currently, Nukkad works with people with hearing impairment, Down syndrome and dwarfism and also transgenders and trafficking survivors. It creates an inclusive work environment wherein youth with disability work at different positions i.e. cashier, inventory management, servers and store manager. A 7-year-old brand with its presence at 4 locations the café currently employs approximately 35+ employees of which 70% are from marginalised communities. It has provided on the job training to over 50 young adults with disabilities who had no prior experience. The management has also learned sign language to make the communication easy. Families of employees with disabilities are invited to visit the café and understand the work culture and the management aims expand their mandate to include senior citizens, people with physical disabilities and HIV positive individuals. Through this experience of employment, Nukkad aims to give opportunities to people with disabilities, makes them confident and financially independent and create a direct and indirect social impact that is changing the perception of society about disabled community members.





Rehabilitation Aids

Rehabilitation Aids Workshop by Women with Disability (RAWWD)
 Bengaluru, Karnataka
 info@rawwd.in

RAWWD identifies women with disabilities, enables them with mobility, accommodation and counsels them. They are then provided training in the making of prosthetics and orthotics and offered employment with RAWWD so that these women with disabilities are socially accepted, respected and are financially independent. These trained women fabricate rehabilitative appliances for other people with disabilities. They are role models for disabled people to take up jobs and lead a life with dignity.

RAWWD addresses the needs of the people with disabilities, with special focus on women and children. It also makes funding available for people who cannot afford prosthetics and ensures best-in-class, quality prosthetics and orthotics are manufactured and made available at economical prices for people in need. More than 40,000 people have been supported by rehabilitative appliances for people with disabilities whose mobility, self-esteem, confidence has gone to higher level.



Chhanv Foundation

Noida, Uttar Pradesh
 chhanvfoundation@gmail.com

The first to highlight issues faced by acid attack survivors through the Stop Acid Attack Campaign in 2013, Chhanv Foundation works to create awareness and provide rehabilitation and empowerment to acid attack survivors through its network of almost 100 acid attack survivors out of which 30 are employed with the foundation in different projects.

Chhanv provides acid attack survivors with proper medical, legal and educational assistance. It has also upskilled survivors, employed by them at their Sheroes Hangout Cafes located in Agra & Lucknow since 2014 and 2016 respectively. A second venture also driven by acid attack survivors is 'A Gift Story' which focuses on the gifting business.

Believing that education is one of the most important means to empower acid attack survivors, Chhanv constantly invests in their education through Sheroes Education Project - helping them gain knowledge, self- confidence & learn skills necessary for their holistic development.



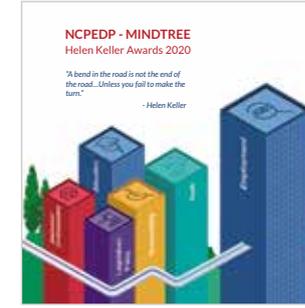


The Disabled-Friendly Corporate Logo

The Disabled-Friendly Corporate Logo was designed in 1999, when the Helen Keller Awards were first instituted. The brief for the design was simple – it was to portray the partnership between the Indian corporate sector and the disabled citizens of India. What emerged was a simple, yet striking, graphic representation in blue and yellow – the international colours of disability. The logo symbolises an ideal relationship between companies and people with disabilities. Visually, it portrays two sides of the same coin, or in other words a yin and yang relationship. It seeks to reinforce the fact that people with disabilities bring to the table qualities such as commitment, productivity, talent and loyalty. It also tries to spread awareness amongst corporates that they should practice non-discrimination at the workplace, and ensure that it is barrier-free.

The fact that many companies and organisations have realised the economic benefits of employing people with disabilities, is evident from the increasing number of nominations that we receive each year. And while many of these corporates are implementing policies that are already in place globally, it is highly encouraging that others have developed and instituted their own disabled-friendly corporate policies.

As a supporter of the disability sector, we urge you to do your bit by influencing policy at your own workplace, opposing instances of discrimination, and persuading others to offer equal opportunity to people with disabilities.



Brochure Concept

This year's brochure is visually inspired by the six pillars of the National Centre for Promotion of Employment for the Disabled People (NCPEDP), namely: Employment, Education, Accessibility, Legislation, Awareness, and Youth.

NCPEDP's work revolves around these pillars, across all their endeavours, such as the NCPEDP-MindTree Helen Keller Awards. They aim to help People with Disabilities achieve the final goal of Employment to foster economic independence, towards an inclusive society.

The NCPEDP-MindTree Helen Keller Awards honour individuals and organisations, who are like these pillars for People with Disabilities.



**NATIONAL CENTRE FOR
PROMOTION OF EMPLOYMENT
FOR DISABLED PEOPLE**



Mindtree

A Larsen & Toubro Group Company

National Centre for Promotion of Employment for Disabled People (NCPEDP)

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