NCPEDP-MINDTREE
Helen Keller Awards 2019
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.
INTRODUCTION

The NCPEDP-Mindtree Helen Keller Award salutes those individuals and organisations that have done their bit in promoting employment opportunities for people with disabilities, who have worked towards the larger goal of nation-building.

We are at that tipping point in the world where the disabled people can no longer be ignored. Just by sheer numbers, businesses that exclude people with disabilities are failing their organisation. Disability inclusion and innovation are some of the most important topics in today’s culture.

NCPEDP has been the frontrunner in promoting equal opportunities for people with disabilities for the past two decades and the enthusiasm of the team towards this issue is still equally earnest as it was; and more.

It’s time to take equal opportunity employment discourse away from the cities to the small towns and villages of India—as migrating for a job, for a person with disability is a challenge.

With the Rights of Persons with Disabilities Act; there are new opportunities in employment for people with disabilities.

My 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 and we hope their work will be emulated by others. At NCPEDP it’s a job half done—we have just started.

Arman Ali
Executive Director
NCPEDP
2nd December, 2019
MESSAGE

Debashis Chatterjee
Managing Director & CEO
Mindtree

The NCPEDP-Mindtree Helen Keller Awards, in its 20th year now, have recognized and celebrated the fantastic work done by disabled individuals, and the entities that are empowering them to excel. We at Mindtree are proud to partner with NCPEDP in this noble journey to enable and empower disabled persons.

At Mindtree, we have always deeply respected equality and the potential of individuals. As a culture-backed and expertise-led organization, we believe in creating the right processes and practices to promote inclusion and diversity. Through the Helen Keller Awards, we aim at identifying and recognizing those champions, who are charting new grounds in terms of empowering disabled people to reach their true potential.

I am glad to witness the fact that the perception towards disabled people is changing for the better. It is great that entities like NCPEDP have come to the forefront to help them and influence their lives positively.

I sincerely hope that this endeavor will go a long way in terms of paving a new society that provides equal opportunities and empowers one and all.
2019 marks the 20th Edition of Helen Keller Awards—an initiative began in 1999 to promote employment opportunities for people with disability. We started a discourse on equal employment opportunity for people with disability at a time when no one was thinking about it and today, I am glad to see many organizations coming forward adopting the policy. However, it’s not enough. While on one hand hiring of people with disability is in momentum; there is little understanding of equal opportunity policy and reasonable accommodation.

Advocacy assumes even greater importance in the case of disability as it is shrouded in stigma and stereotypes. It is important to empower, inform and engage not only people with disabilities, but also those that influence policy – directly or indirectly. It’s imperative for organizations’ to understand that mainstreaming employees with disability is the only sustainable policy in the long run, as it becomes cost neutral and over time cost beneficial.

It’s inspiring to see with each passing year an increase in the number of nominations we receive. With each year; I see growth in quality and quantity of applications. I am delighted to see people from different sectors of life engaging and participating towards making workplace inclusive and creating an equitable work force.

Congratulations to all the winners, applicants and to each organization and individual that is doing such commendable work to promote employment for people with disabilities in India.

Also, I am grateful to Mindtree for their continued support and I wish many more organizations’ come forward and undertake the initiative of creating an Inclusive India.
The story of Helen Keller Awards dates back to 1999, making this the twentieth year of the Awards—a celebratory milestone of its journey. 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 12 Awardees of 2019, 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!
Selection Committee

Saurabh Chandra - Jury Chairman
An IAS officer of the 1978 batch (Uttar Pradesh Cadre), Mr. Saurabh Chandra retired as the Secretary, Ministry of Petroleum and Natural Gas in April 2015. With a career spanning over 37 years, Mr. Chandra has vast experience in formulation and implementation of policies in multiple areas and sectors—from oil and gas to foreign direct investment. A graduate in Electrical Engineering from IIT, Kanpur, Mr. Chandra is also a Policy Commentator and a Columnist.

Abraham Moses
Abraham Moses 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 10 years, he is heading Mindtree Foundation. In 2012, he was conferred with the “Good Samaritan” philanthropy award by Forbes India. Since last 3 years, he is one of a jury member for the NCPEDP-Mindtree Helen Keller Awards.

Anu Gupta
Anu Gupta is the Head of Skills and part of the Leadership team at DFID India. She has over 20 years’ experience of working in Department for International Development (DFID), Government of UK’s bilateral aid agency. She has done a wide range of roles in DFID India such as leading the Private Sector Team as well as diverse range of state, national and civil society programmes in the development sector. Anu is a post graduate in Child Development and Education and a member of UK’s Chartered Institute of Management Accountants.

DD Misra
D. D. Misra is former Director (Human Resource) of ONGC, India’s leading Maharatna E & P Company of Union Government. He holds a Master’s Degree in Public Administration (MPA) from University of Lucknow. The Government of India appointed him to the Board of ONGC, as its Director (HR) w.e.f 01.08.2014, a post which he successfully held till his superannuation on 30.06.2018. During his tenure, he conceptualized and steered numerous sustainable HR Initiatives to enthuse the morale and motivation of the 33000 plus regular employees and about 17000 secondary workforce. He is presently working on a book profiling the “Rajaji Tiger Reserve” of Uttarakhand, which would also be the first ever coffee table book on this National Park.

Renu Addlakha
Renu Addlakha is currently Professor at the Centre for Women’s Development Studies, an Indian Council of Social Science Research (ICSSR)-supported autonomous research institute, government of India. She presently engaged in research on health, disability, gender and development. She has been working on health and disability issues for the past two decades and has been published widely in national and international peer- reviewed journals. She is currently the Project Director for a Women’s Fund Asia Sponsored study titled Violence against Women and Girls with Physical Disabilities in India: Understanding the Issues and Promoting Legal Empowerment’.
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.

Faith is the strength by which a shattered world shall emerge into the light.

- Helen Keller

Awardees

- Shriram Parthasarathy
- Vineet Saraiwala
- Aditi Verma
- M Ummul Khair
Shriram Parthasarathy
Marketing Communications Manager (Social & Digital Media, and Customer Advocacy)
Microsoft, Mumbai
shpar@microsoft.com

Shriram leads the social media practice for Microsoft India and is responsible for driving deep audience engagements for Microsoft across social platforms. At Microsoft India, he leads the Mumbai chapter of the DisAbilities internal Employee Resource Group (ERG) that focuses on building awareness, capabilities and formulate strategic external engagements and internal evangelism of accessibility. Some of the engagements he’s responsible for-100% accessibility of all Microsoft India websites, social media content and video assets, Hosting monthly fireside chats with leading professionals with disabilities across different industries and vocations, part of the ‘Demystifying Disabilities’ series. Shriram also conducts experiential workshops to sensitize about the ways of working and bridge perceptual biases regarding people with disabilities. He represents Microsoft externally to demonstrate accessibility features in Microsoft products to large enterprises, partners, NGOs, individual professionals and students. Shriram shares a deep passion for marketing, communications and storytelling.
Vineet Saraiwala
Inclusion Lead
*Big Bazaar, Mumbai*

Vineet Saraiwala, a post-graduate from Indian Institute of Management, Bangalore (IIMB) leads Inclusion for Big Bazaar and contributes in mainstreaming shopping for people with disabilities across India through pioneering concepts. One of these concepts is Sabke Liye which is a blend of assistive services, accessible spaces and Quiet Hour—which brings people with Autism and Intellectual disabilities into the mainstream world. He is attempting to generate employment for persons with disabilities by providing employment opportunities through effective job mapping and has supported first of its kind Retail Internship Programme for People with Autism and Intellectual disabilities. He supports artists & organisations with disabilities by connecting them with relevant stakeholders which helps them in generating livelihood.
While working at her parent’s office, an idea struck Aditi’s mind, of delivering tea to offices. This thought sprouted ‘Aditi’s Corner’, a café run by Aditi Verma with Down syndrome and two support staff. She manages the café and daily influx of customers on her own. Disability did not deter her energy to be independent and confident. She hopes to eventually make this café a place wherein she could train people with special needs and motivate them to become self reliant. She believes that support from one’s family makes a huge difference in a child’s self growth. Acting as a positive role model for people with disabilities, Aditi believes that if she can do it, so can the rest—all they need is encouragement, support and guidance from teachers and family.
Ummul Khair, a person with cerebral palsy, was homebound for 17 years and was unable to pursue basic education because of undergoing medical treatment. To express her thoughts, come out of her boundaries, and break the stereotype—she wanted to pursue her education. She approached Vidya Sagar who gave her the opportunity to study. She pursued a law degree in Dr Ambedkar Law College with the support of friends and faculty and is now an advocate. She currently works in Disability Legislation Unit (DLU) in the area of advocacy, inclusion, employment, education, policy making, and creating awareness of RPWD Act, on accessibility for Madras High Court and Bus Rapid Transport. She has also set up a Legal Aid Cell for persons with disability under State Legal Services Authority which has helped to sensitise many lawyers and judges.

ummulkhair20032003@yahoo.co.in
CATEGORY B

Role Model Supporter of Increased Employment Opportunities for People 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.

Keep your face to the sunshine and you cannot see a shadow.

- Helen Keller

Awardees
- Surender Singh
- Avinash Dugar
- Alina Alam
Surender Singh
Manager (Employment)
Muskaan, Delhi

Surender Singh is an alumnus of Delhi University, New Delhi, India. He is an expert in Special Education/Special Olympics with a field experience of 19 years in the various non-government sectors mainly in the sector of Developmental Disabilities.

Surender joined Muskaan 12 years ago and since then he has been an active partner in developing Vocational and life Skills curriculum. He has also created successful models of Training and Employment for adults with developmental Disabilities (esp. Intellectual Disability). Over the last five years, he built a pre-training and training process to support the placement of 48 young adults with Down Syndrome/Slow learner in mainstream employment in different industries i.e. hospitality e.g. Lemon Tree Hotels, Radisson, Country Inns & Suites, Four Point Sheraton and Sattviko as well as Hindustan Petroleum (PSU), CBRE (real estate consulting) Microsoft, Jubilant (Dominos), Egon Zehnder and Saksham.
Avinash Dugar has been running ‘La Gravitea’ since July 2016 that employs hearing impaired boys and girls. The individuals are initially trained and then entrusted with grocery shopping, preparing food and beverages, serving, house-keeping, collecting payments, using swiping card machine, participating in various events etc. The idea is to impart skill and make them self confident in a Cafe Culture.

They also campaign for No Honking to make Jamshedpur a #HonkFreeTata and conduct flagship events viz., KhamoSheWithLife, TangoWithMango, MelonSeMilan, KiteKrantea designed to empower Hearing Impaired community and create awareness about the Nature and Healthy Life Style.
Alina Alam
Founder- CEO
*Mitti Café, Bengaluru*  
*alina@mitticafe.org*

26 year old Alina believes that compassion and courage are the two weapons that could eradicate most problems that our world faces today. She vouches that development is inclusive and can only happen by embracing and empowering people from the most vulnerable factions of the society, and an efficient way to do it is through enabling them with a means to livelihood which is both sustainable and allows them to lead a life with dignity. With this thought, she founded Mitti Café in 2017 with an aim to create platforms for adults with physical, intellectual and multiple disabilities to showcase their abundant potential for productive activity and create awareness for the cause of equal opportunities in employment.

She has motivated and engaged thousands of youth in activities pertaining to livelihood, education, health, environment protection, human rights and women’s empowerment. She has worked with the Government of Andhra Pradesh, in the Planning department and as a consultant to the Chief Secretary.

A strong advocate of participatory management, she is excited to traverse the journey of MITTI with her team of extraordinary persons with disability, while they learn to lead and she follows.
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.

Never bend your head.
Always hold it high. Look the world straight in the eye.

- Helen Keller

Awardees
- The Association of People with Disability
- Sense International India
- Subros Ltd., Manesar
- Vishal Mega Mart
- Infosys
The Association of People with Disability

The Association of People with Disability (APD) is a pioneer NGO, transforming the lives of underprivileged persons with Disabilities since 1959. Based in Bengaluru, Karnataka, APD works in rural and urban areas to enable, equip and empower children and adults with a range of disabilities. Till date, they have impacted 500,000 plus persons with disabilities. They mobilize marginalized youth with disability (18-35), train them in formal and informal courses, and place them in jobs. APD particularly focuses on persons with disabilities who drop out of the formal education system and are excluded from Government/NGO programs. Using a rigorous process of assessment, foundation course and trainings, the youth are guided through vocational training paths within APD or collaborative institutes. The vocational training lasts 2 to 6 months, in Hospitality, Retail, Domestic BPO, Office Management, Industrial and Self Employment and Horticulture. They also sensitize employers on concepts of decent work and reasonable accommodation towards inclusion. In a span of five years, 2357 persons with disabilities were employed out of which 40% were women.
Sense International India

Deafblindness is a unique disability with a combination of varying degrees of both hearing and visual impairment in an individual. Deafblindness leads to complex challenges in communication, mobility, and independent living. Persons with deafblindness face neglect and discrimination owing to their inability to communicate and relate to the world. There is an estimated population of 500,000 individuals with deafblindness in India however just about 10% receive any form of support or intervention. Sense India is working in 22 States of India through a network of 59 partner organisations supporting over 78,000 children and adults with deafblindness in some of the poorest areas of the country. Sense India has trained over 500 young adults with deafblindness who have been provided employment who otherwise would be completely dependent on other for survival. An equal employment opportunity for persons with disabilities is the most effective tool for their inclusion and making them independent.
Subros Ltd., Manesar

Subros Ltd., Manesar provides employment opportunities to persons with disabilities based on their education, experience and type of disability. They conduct job mapping before creating placements for the individuals as per their education. For example- a 12th pass student is placed as a Computer Operator, MIS Preparation, and Quality Inspector. They are currently exploring this concept to other Subros Ltd. plant at a different location. Subros Ltd., Manesar has equal opportunity policy in place to promote employees with disabilities. One of their PH, who is an employee with disability, became DGM- Operation in Plant. They have undertaken many initiatives for persons with disabilities and their 5 HI (Deaf & Dumb) employees lead Quality Circle Project. They have tied up with 8-10 agency/NGO’s for recruitment of people with disability. They also promote their employment in other corporate, Manufacturing Plants, their Vendors.
Vishal Mega Mart

Vishal Mega Mart is an Equal Opportunity Employer and believes that persons with disability are a disadvantaged class only with respect to employment opportunities. If given an opportunity they have the ability to perform at par or better than other individuals. They also believe that creating employment opportunities for person with disabilities would benefits their business.

Vishal Mega Mart has been creating employment opportunities for persons with disability since 2012. Typical roles that persons with disabilities perform are: Store Associate, Billing Associate, Senior Associate, Receptionist and Department Manager. Their program was designed to provide mainstream employment opportunities without any discrimination. Over the last 7 years they have moved from just 21 persons with disabilities in 2012 to more than 700 employees with disabilities. Such persons are no longer dependent on support from Government, NGOs or their families but are self dependent and are able to lead a life of respect and dignity. Their program started from Delhi NCR but today they employ persons with disabilities in 282 locations across 28 States and UT. Their objective is to keep increasing this number every year.
Infosys believes in building an equitable workplace through championing inclusive people practices and cultures, strengthening outreach and ecosystem supports, communicating effectively to build learning and nurturing success by taking accountability for sustained results. Over the years, their efforts have included important partnerships with like-minded organizations – bdi (Business Disability International) in the UK and Australia Network for Disability (AND) to name a few.
We can do more...

- Helen Keller
Celebrating Helen Keller Awardees of the last two decades

Dawinder Singh
Moses Chowdari Gorrepati
Naveen Ravindranath
Tiffany Brar
Devanshi Joshi
Dr. Charudatta Jadhav
Dr. Nirmita Narasimhan
Pradip Sinha
Cegeo Thekkel
Deepta Narasimhan
Pratik Rajiv Jindal
Diethono Nakhro
Kanika Agarwal
Nitin Goyal
Ankit Rajiv Jindal
Ashish Jha
Bhavanishankar R
Kajal Dhawan
Mahantesh G. Kivadasannavar
Nita Paragbhai Panchal
Abdul Sajeed Ali
Ketan Kothari
Radhika Chand
Sangeeta Gala
Ashwin Karthik
Nilesh Singhal
Pradeep Raj
Dipti Bhatia
Mohammed Iqbal
Sai Prasad Vishwanathan
Meenu Bambhani
Nupur Jain
Dr. Sam Taraporevala
Maniram Sharma
Siddharth G J
Shivani Gupta
Hari Raghavan
Atul Ranjan Sahay
Amutha Shanthy S.
E. Raghunatha Reddy
V. Janaki
Javed Ahmad Tak
N Shahul Ahmeed
Murali C Sharma
Nafisa Buhariwalla
Vinod Sena
Harish Kumar P. Kotian
Naseema Hurzuk
S. Sankara Raman
Kapil Kumar Aggarwal
Sachu Ramalingam
T. Sesha Giri
Atul Desai
Colin Gonsalves
Jawahar Lal Kaul
Dinesh Gupta
Dr Ketna Mehta
P. Suryanarayana
Dr Amit Chatterjee
Dr Armaity S. Desai
K. Ramkrishna
Madhu Singhal
Dr. P. Athiannan
Subhash Anant Datrange
Dr. Bhushan Punani
Nisheeth P. Mehta
Dr. Uma Tuli
Aradhana Lal
B.S. Nagesh
Yajurvendra Anil Mahajan
S.V. Krishnan
Swaminathan Subramanian
Dr. Jasmer Singh Saini
Pankajam Sridevi
Prof. Sanjeev Arjunrao
Sonawane
Anita Narayan
Aparna Dass
Ganesh Shivaram Hegde
Ishita Sanyal
R. Hari
Jaishree Thandwal
Meera Shenoy
Niranjan Khatri
Thilakam Rajendran
Anubhuti M. Bhattacharya
Meera Chetan Bhatia
Rama Chari
Dhruv Lakra
Late Vikas Sharma Team IT
N. Ravi Shanker
Dr. Govind
Neeta Verma
Dr. S.K. Aggarwal
Shilpi Kapoor
Dr. (Ms.) Radhika Khanna
Anubhuti Mittal
Ashok R Patankar
Niranjan Khatri
V Karthikeya Pandian
Shanti Raghavan
Shyam Kedare
Rev. Valeriano Vaz
Jyotindra V. Mehta
Rigzian Sampheal
D. S. Lokesh Kumar
Ravi Kumar Arora
C. Antony Samy
M Srinivas
Nishant Dattatray Mhatre
Nara Nageswarrao
Papiya Sarkar
Ram Dayal Sharma
Subhash V. Dhavale
Sushila Bohra
Vivek Kumar Agrawal
Damodar Thanvi
P. R. Mehta
Poonam Natarajan
Sister Rosario Lopez
Paul Y. Samuel
Professor Singanapalli
Balaram
Dr Syed., Ishitaq Haider
Dilip Deshpande
Jayshree Raveendran
Kaushik Das
Meenakshi Balasubramanian
Pradeep Gupta
Dr. A K. Banerjee Choudhary
Mr. Ramesh Mohan Gupta
Rashmi Paliwal
Mr. Georgkutty Kareparampil
Dr. Reddy’s Foundation
Squaremeal Foods Pvt. Ltd.
The Leprosy Mission Trust India
Trent Hypermarket Pvt. Ltd.
WORTH Trust
BarrierBreak Solutions Pvt. Ltd.
Hatti Food and Beverages Pvt. Ltd.
Lemon Tree Hotels Ltd.
Vindhya E-Infomedia Pvt. Ltd.
Accenture Services Private Limited
Aegis Limited
Cisco Systems India Private Limited
DELL EMC
State Bank of India
Synchrony Financial-India
AMBA
ANZ Bengaluru Hub
Sounds of Silence Foundation
State Bank of India
Café Coffee Day
Capgemini India Pvt. Ltd.
RR Donnelley
Scope International Pvt. Ltd.
v-shesh
Wipro Ltd.
Aegis Ltd.
EuroAble (Eureka Forbes Initiative)
Lemon Tree Hotels Ltd.
Sun ITES Consulting Pvt. Ltd.
Wipro Ltd.
Accenture Services Pvt. Ltd.
Aegis Limited Mumbai
Deaf Enabled Foundation
ITC Maurya
Muskaan (Parents Association for the Welfare of Children with Mental Handicap)
Pointec Pens Private Limited
Gitanjali Gems Ltd.
Lemon Tree Hotels Pvt. Ltd.
Sinar Jernih (Ind) Pvt. Ltd.
Yum! Restaurant (India) Pvt. Ltd.
IBM INDIA Pvt. Ltd.
NTPC Ltd
Steel Authority of India Ltd.
Wipro Ltd.
Godrej & Boyce Mfg. Co. Ltd
IBM India Pvt. Ltd.
ITC Welcomgroup
Mphasis
Noida Deaf Society
PepsiCo India Holdings Pvt. Ltd.
Infosys BPO Ltd
Intel Technology India Pvt Ltd
ITC Hotel The Windsor
PepsiCo India Holdings Pvt. Ltd.
(West Market Unit)
Reuters India
Vindhya E-Infomedia Pvt. Ltd
IBM India Pvt Ltd
Infosys BPO Ltd
ITC Hotel Windsor Sheraton & Towers
Tata Motors
ABB Limited
Bharat Petroleum Corporation Limited
Laser Soft Infosystems Limited
Shree Ramana Maharishi Academy for the Blind
J. W. Marriott Hotel-Mumbai
Kinetic Engineering Ltd
National Thermal Power Corporation Ltd
Family of Disabled
Hindustan Petroleum Corporation Ltd
Sharayu Precision
National Thermal Power Corporation Ltd
Sakthi Trading Company
Silence
Mindtree Ltd
Cummins India Limited (CIL)
Schizophrenia Research Foundation
Jyoti Limited
Maximising Employment to Serve the Handicapped, or MESH
Tata Tea Limited
Bharat Petroleum Corporation Limited
Titan Industries Limited
Infar (India) Limited
We can do anything we want to if we stick to it long enough.

- Helen Keller
75% of children with disabilities do not go to the school.

#LeaveNoOneBehind

Inclusion is a Right not a Charity

#LeaveNoOneBehind

Move beyond the charity approach.

NCPEDP,
Nation's Leading Cross-Disability Organisation
This is the 20th year of Helen Keller Awards - a celebratory milestone of its journey. For the past 2 decades, the Awards have been recognising people and organisations which have been working towards promoting employment opportunities for people with disabilities.

To commemorate this occasion, the logo was designed keeping in mind 20 years of Helen Keller Awards existence—its continuous efforts to create awareness on inclusion by recognising ambassadors’ of the issue of employment of people with disabilities. The logo represents 20 years of exceptional individuals’ and organisations’ commitment towards creating an inclusive workforce and empowering people with disabilities.