

Information Access FOR ALL



NCPEDP MPHASIS
UNIVERSAL DESIGN AWARDS
2016



NCPEDP MPHASIS
UNIVERSAL DESIGN
AWARDS



The NCPEDP-Mphasis Universal Design Awards logo stands for the spirit of Freedom and Celebration. The person with disability appears to be throwing her/ his arms up in the air in celebration of the Awards and the hope they bring to so many. The dynamic oval form gives an illusion of constant motion suggesting that people can achieve whatever they want, regardless of the odds stacked against them. The orange colour further enhances this optimism of the new universal and inclusive world.

The NCPEDP-Mphasis Universal Design Awards

Conservative estimates put the population of people with disabilities in India at 70-100 million. Only a minuscule percentage of this population can be seen in the mainstream. The core reason for this is the basic lack of access. Accessibility not only means access to physical spaces but also means access to information, technology, transport, services, aids and appliances, etc. Access, therefore, is an issue that cuts across disabilities and sectors and forms the very basis of empowerment of people with disabilities. A concept that is intrinsic to any kind of access is 'Universal Design', which means a design that is usable to the greatest extent possible by everyone, regardless of age, ability, or situation.

With a view to spreading awareness of Universal Design and popularizing the concept, these Awards will be conferred under three categories: persons with disabilities, working professionals and companies/organisations. Across categories, the Awards will recognise innovative efforts that create an impact in the area of accessibility and Universal Design. It is expected that, in time, the Awards will gain recognition and credibility as also encourage more and more people to work in the field of promoting access and Universal Design.

Access symbolizes the true spirit of freedom as far as persons with disabilities are concerned. These Awards are therefore, being given away on August 14, the eve of our Independence Day. Never before has one Award meant so much to so many.

Persons with Disabilities

Awards in this category are given to people with disabilities who have created an impact in accessibility and Universal Design in any of the areas such as built environment, transport infrastructure, service provision, information and communication technology (ICT), universally designed consumer products, mobility & independent living aids, or assistive technology in their personal/ professional capacity. The work that the person has done can be in policy framework, grass-root level implementation, design and development, access audits, or even the rights movement/ advocacy.

Working Professionals

Awards in this category are given to people who work for the cause of accessibility and Universal Design in any of the areas such as built environment, transport infrastructure, service provision, information and communication technology (ICT), universally designed consumer products, mobility & independent living aids, or assistive technology.

She/ he may be an employee of an education institute/ NGO/ corporate/ government body that has taken up the cause, or may be a consultant or freelancer who has devoted her/ his time for the cause. Her/ his individual contribution to the cause is a major reason for the success achieved by the organization/ firm/ movement.

She/ he may also be an individual who is involved in the cause independent of any organisational support and has achieved significant success in the core objective of gaining accessibility for people with disabilities.

Companies/ Organisations

Awards in this category will be given to those companies or organisations who have taken up the cause of accessibility and Universal Design in any of the areas such as built environment, transport infrastructure, service provision, information and communication technology (ICT), universally designed consumer products, mobility & independent living aids, or assistive technology.

Companies/ organisations that have implemented either/ all of these within their organisations, which has led to them recruiting or serving people with disabilities and providing them equal opportunities to participate to the best of their abilities.

These can be any type of an education institute/ NGO/ corporate/ government body – private sector, public sector, joint sector, SME or even proprietorship/ partnership firms. The selection criteria will not only be for adopting accessibility policies, but also for implementing them at the workplace.

AWARD JURY 2016



Som Mittal

Former Chairman and President of NASSCOM, Som Mittal has held corporate leadership roles in the IT industry at companies such as Wipro, Digital, Compaq, and Hewlett-Packard. He has served as a member of the Prime Minister's Committee on National e-Governance and is on the Global Advisory Council of the World Information Technology and Services Alliance. He chairs the Advisory Council set up for developing the IT Vision for Indian Railways. He serves on several corporate boards, universities and NGOs.



Papiya Sarkar

Papiya Sarkar, Chief Architect, Delhi Metro Rail Corporation is working in designing, implementing and integrating barrier free, universally accessible urban transport system in the National Capital Region. She is closely associated with the Government of India's mission to make accessible India, empowered India and is a member of Evaluation Committee for selecting Access Auditors and for providing training to Architects and Engineers of CPWD and Access Audit Consultants. Formerly Senior Architect in CPWD and Ministry of External Affairs, she was responsible for creating barrier free environment in public buildings.



Dr. Garimella Subramaniam

A print journalist of 20 years standing, Dr. Garimella Subramaniam is currently Deputy Editor with The Hindu, where he covers international relations, political economy, and human rights. Blind since birth and a passionate cross-disability rights advocate, he is under no illusion that in any country, improvements in the lives of people with disabilities are contingent upon the overall standard of living of the general population. He holds a Ph.D. from the London School of Economics and Political Science, and M.A. and M.Phil. from Jawaharlal Nehru University.



Shilpi Kapoor

Shilpi Kapoor is an accessibility evangelist and the founder of BarrierBreak. She believes passionately that technology can be the game changer for inclusion and has successfully built a sustainable business model in disability products and services. She is motivated to ensuring that this model is scaled up to impact the lives of people with disabilities globally. She is committed to the cause and interested in thinking out of the box to address this challenge. She is an Ashoka Fellow and a recipient of the 'NCPEDP-Shell Helen Keller Award 2008.'



Dr. Meenu Bhambhani

Dr. Meenu Bhambhani is the Vice President and Head of Corporate Social Responsibility at Mphasis Ltd. Her focus is on creating impact in the areas of Livelihood, Education and Inclusion. Under her leadership, Mphasis has launched several innovative community programmes and also won recognition at several forums. She has over 20 years of experience in the area of disability and social policy. A scholar of disability studies, she has worked with the World Bank and NCPEDP in the past.



A. S. Narayanan

A.S. Narayanan has been working with the deaf community for the past 25 years. He is the Secretary of National Association of the Deaf, India. He is actively involved in the setting up and functioning of Indian Sign Language Research and Training Centre. Currently, he is leading the campaign for the recognition of Indian Sign Language as one of the official languages of India, issuance of driving licenses for deaf people, and captioning on TV, among other issues.

CATEGORY A PERSONS WITH DISABILITIES



Danish Mahajan and Divya Sharma (Jointly awarded)

Danish Mahajan and Divya Sharma are a part of Radio Udaan, an online radio station run by visually impaired people. Radio Udaan has been entertaining and empowering persons with disabilities since February 2014. Danish, one of the founders of Radio Udaan, hosts a number of talk shows along-with 'Badalta Daur', a show on current issues specifically related to disability. Divya, a Radio Jockey with Radio Udaan since its inception, hosts 'Inspirational Wings', a motivational show to bring optimism in the lives of disabled people.

Danish a government employee has participated in talks and discussions on disability, nationally and internationally. He directs and acts in self written plays related to disability and gives computer training to disabled people both online and offline.

Divya, a freelance writer, a motivational speaker and an English Trainer regularly writes for magazines on awareness issues and conducts sensitization sessions in mainstream schools. She has given presentations in the Shimla Press Conference and at other international festivals.



Dr. Nirmita Narasimhan

Dr. Nirmita Narasimhan is a policy director with the Centre for Internet and Society and has worked extensively to promote electronic accessibility and universal design. She is recognised as an international expert in this area and has published several reports which serve as reference for policy makers both nationally and internationally. Nirmita seeks to address various gaps in the promotion of universal design through policy research and advocacy, technology development and capacity building. She has provided advice to governments in many countries on implementing e-accessibility and drafting appropriate policies.

Through her work, Nirmita has influenced key policy changes in India relating to e-accessibility, noteworthy amongst these are her work on the Indian Copyright amendment, the National Universal Electronic Accessibility Policy, the Universal Service Obligation Fund and the Marrakesh Treaty. She is a recipient of the National Award for Empowerment of Persons with Disabilities and has degrees in German, Law and Music.



CATEGORY A PERSONS WITH DISABILITIES

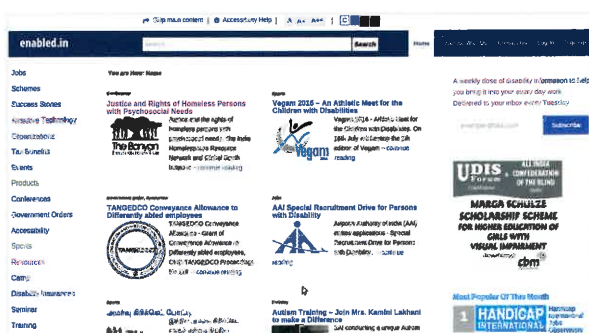


Sathasivam Kannupayan

Sathasivam Kannupayan started to work on www.enabled.in, an online accessible information portal for persons with disabilities in the year 2009. It is one of the Tenth Planet Open Source Foundation (TPOSF) venture initiatives. Sathasivam believes that disabled people should have equal and barrier-free access to information.

He has built www.enabled.in, to enable persons with disabilities to browse and easily find information on Assistive Products, Education, Organization's directory, success stories, schemes, jobs, disability events and be a part of it. "Enabled.in" provides the latest disability related information to the subscribed users, and has an average of 700-800 daily user visits. It has 24 authors, 20+ major content categories, 53+ tag archives for information on disability and related issues.

Sathasivam's expertise is in web accessibility audit and development. Further with "Enabled.in", he strives to improve usability of technology for all users with Universal Design as the underlying approach.



CATEGORY B WORKING PROFESSIONALS



Prem Nawaz Khan Maraikayar

Prem Nawaz Khan Maraikayar is a front end Engineer, presently working with PayPal Inc. Prem started working on accessibility, after he met his inspiration, Victor Tsaran, a colleague who was blind, at Yahoo, Bangalore. After shifting to PayPal, he continued with his momentum and helped them to achieve the goal of inclusivity. He contributes to a couple of open source projects like bootstrap plugin, skipto and amCharts plugins which have wide acceptance. He has participated in and made presentations on accessibility in front end conferences like Meta Refresh, Techshare and his projects on skipto and bootstrap plugin were presented in the Paris Web Conference in 2014 and CSUN in 2015. He also interacts with persons with disabilities and solves their web accessibility issues. In his free time, he works with NGOs in his neighborhood, working with children with Mental Retardation and Autism.



CATEGORY B WORKING PROFESSIONALS



Dr. Sandeep Sankat

Dr. Sandeep Sankat is Associate Professor in the Department of Architecture, School of Planning and Architecture, Bhopal. His educational and professional experience is grounded in Architecture, Ekistics, Universal Design, Human Centric Design and Design for Elderly. He is the Founder member of a multidisciplinary "Center for Human Centric Research" (CHCR) at SPA, Bhopal.

He is dedicated to dissemination of the concept of Universal Design amongst the budding students of architecture. Through CHCR, he has coordinated National Student Design Competitions, Workshops, Studio Exercises, Open Electives, Hands on Exercises and Disability Awareness programmes. He has designed a "Full Scale Simulation Tool" which gives a 1:1 experience of built environment. It is a fully dismantlable system which gives a real-time experience to the architecture design students for the residential built environment. His doctoral research is focused on inclusion of elderly in residential built environment and he has developed qualitative guidelines for the construction of urban residences to create inclusive living environment for the Indian elderly.



Dr. Sujatha Srinivasan

Dr. Sujatha Srinivasan has established the Rehabilitation Research and Device Development (R2D2) lab in the Department of Mechanical Engineering at IIT Madras with the focus on assistive device development. Her work addresses an important societal need because indigenous technology currently available is outdated and there is a great need for functional and cost-effective devices. Some of the devices from R2D2 that have already undergone user testing include a standing wheelchair, a body movement wheelchair, a prosthetic knee, a swimming pool lift, a wheelchair add-on for outdoor mobility, a walker for children with cerebral palsy, etc. R2D2 collaborates with NGOs, hospitals and rehabilitation centres working in the field of disability. Commercialization of the standing wheelchair is in progress with funding from the Wellcome Trust, UK. With support from the TTK group, the R2D2 lab is now the TTK Center for R2D2 with facilities for biomechanical analysis being developed to augment the product development.



CATEGORY C COMPANIES/ ORGANISATIONS

IndiGo™

IndiGo

Since its inception in 2006, Interglobe Aviation Ltd. (IndiGo) has set a benchmark for organizations within and beyond the Aviation Industry, both in terms of operations as well as service standards. The airline has been a pioneer in hiring people with disabilities to work at their airports. IndiGo has played an active part in the disability space with respect to customer comfort, innovation and partnering with regulators to drive changes in aviation policies and procedures. It plans to create more jobs for people with disabilities at their airports and give them equal rights to growth. Since the time people with disabilities started to work at their airports, it has helped break the industry's mental barriers.

IndiGo was the first airline to introduce ramps instead of step ladders to make enplaning and deplaning easier for passengers with disabilities. It has also been the first airline to employ people with disabilities for the operations.

A special shifting board has been introduced by IndiGo to ease the process of shifting a passenger from one wheelchair to another or from the wheelchair to the aircraft seat. A stair lift was introduced and used at Mumbai Airport. The Mumbai Airport infrastructure did not allow a hassle free transfer of wheelchair users from the terminal gate till the coach, therefore a special ramp was designed to help the customers.

IndiGo has hired female helpers at airports to assist female passengers with disabilities.

Their airports now have dedicated check-in counters for passengers with disabilities. The website has detailed information for passengers with disabilities and varied kinds of assistance which can be provided to them. Their coaches are specially designed where the floor of the exit may be lowered to ensure safe and easy boarding for disabled passengers.

At IndiGo, training to all its employees on the various types of disabilities and the correct way of handling and asking questions is provided. Annual refreshers are conducted through interactive workshops where staff gets to meet and are trained by some of the frequent fliers who have disabilities.



CATEGORY C COMPANIES/ ORGANISATIONS



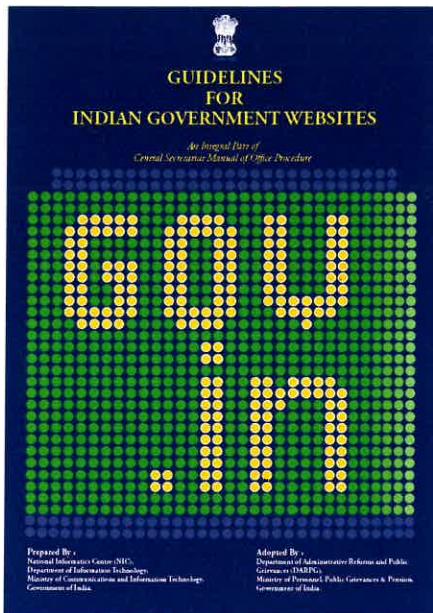
National Informatics Centre (NIC)

National Informatics Centre (NIC) provides Nationwide Common ICT Infrastructure to support e-Governance services to the citizens and plays a major role in the development of e-Government / e-Governance applications up to the grassroots level. NIC has formulated 'Guidelines for Indian Government Websites (GIGW)' with a view to make government websites citizen centric, accessible and user friendly as it is an accepted fact that government departments are now increasingly using websites as a tool for interface with the citizens. One of the major focus areas of the guidelines is web accessibility. The accessibility focus of GIGW is on ensuring that the sites are accessible with equal ease to all users on all the major browsers and across all platforms and bandwidths ie universally accessible.

GIGW aims to ensure that people with disabilities can perceive, understand, navigate, interact and contribute through Web. To achieve the above, GIGW has been developed in accordance to the internationally accepted standards on accessibility like W3C's Web Content Accessibility Guidelines 2.0. The guidelines related to accessibility have been categorized as 'must' meaning thereby that inclusion of these in a website is mandatory for ensuring compliance to GIGW. Compliance to these guidelines will not only make the websites accessible to the visually impaired but also to persons with various disabilities like hearing impairment and motor disabilities that may otherwise hinder access to the web.

Success of the guidelines depends on their effective implementation which includes programmes related to capacity building, training and handholding. In view of the above

- NIC has conducted around 30 awareness programmes in various government departments on these guidelines.
- STQC, a department under Deity, in consultation with NIC has launched a Website Quality Certification Scheme based on compliance to these guidelines.
- A website <http://web.guidelines.gov.in>, has been set up where the user can avail the guidelines online and also get help with regard to compliance issues.
- Guidelines have been included in Central Service Manual of Office Procedures (CSMOP) as an integral component. Copies of the guidelines have been circulated amongst all the central and state government departments.





NewzHook

Read . Listen
Accessible. Sign Language

NewzHook - A brand of Barrierbreak Solutions Pvt. Ltd.

NewzHook is India's 1st news app which is inclusive and accessible to all of us equally. Every person has the right to participate in every activity in the society irrespective of age, disability, gender, religion, sexual preference or nationality. India has 100 million people with disabilities, who experience exclusion in every aspect of their lives, from accessing public facilities, getting quality education, attaining a job to living independently.

Inclusion emphasizes on supporting people with disabilities get access to education, employment and social life by enabling them to participate fully in every aspect of the society. The elderly are another segment that benefit due to inclusion.

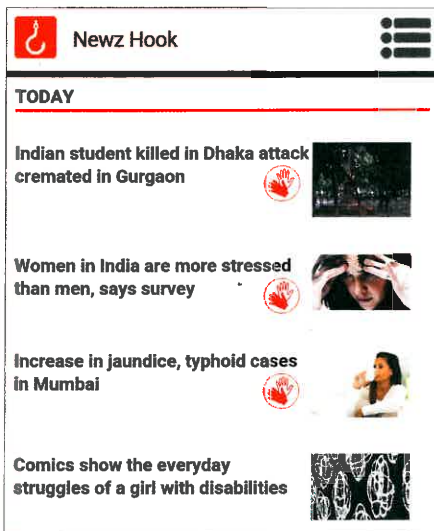
News is a way for people to get access to the happenings in the world! For people with disabilities access to news has been challenging. A person who is blind or has low vision finds it difficult to read the printed newspaper or to access news online. For people with hearing impairment, sign language is their first language. Similarly, for many people, English is the second language and understanding news becomes difficult for them.

The NewzHook app idea is one wherein news is used as a way to build a community of everyone: you, me, our parents, family, friends, grandparents and of course people with disabilities.

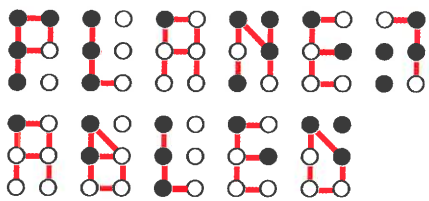
Blind and visually impaired persons can listen to news with Voice Over screen reader. NewzHook can also be viewed in high contrast or different text sizes.

Hard of hearing or deaf people can see the news in Indian Sign Language (ISL) video. There are sign language reporters who interpret news every day.

The news is written in simple language and is easy to understand. Thus, NewzHook is also for people who don't have time to read the whole newspaper but yet would like to know what's happening in the world. For people who have English as a second language, NewzHook uses simple English and for people who need their dose of quick news, it curates and writes brief news!



CATEGORY C COMPANIES/ ORGANISATIONS



Planet Abled

Planet Abled provides accessible and inclusive travel solutions and leisure excursions for people with disabilities.

For a person with a disability or the family/friends of someone who is travelling to unknown territories pops up a lot of questions in their mind. Inaccessibility, lack of basic amenities and people's sympathy are just some of the barriers they might face.

They are not considered part of our mainstream society and are always looked upon with sympathetic views and in need of support. When it comes to indulging in travel and leisure activities, this is something, people don't even consider them doing.

St. Augustine said - The world is a book and those who don't travel, read only one page.

Then why should one miss out on reading the most beautiful chapters of life just because she/he has a disability?

Being the child of parents with different disabilities and her not so good travel experiences with family led Neha Arora to start this unique journey of accessible and inclusive tourism.

She identified the gap and founded Planet Abled to give people with disabilities the freedom to travel and break their limitations and get into mainstream leisure and travel. Giving them an avenue to visit places freely and confidently, leaving behind social inhibitions and apprehensions about their capabilities.

Whether they want to experience a small facet of the city they are in or they want to travel across multiple cities of their interest, Planet Abled has something unique, safe and enjoyable for them.

Planet Abled wants to open doors for people with disabilities to travel the way they want. If they are alone and want to travel with a group, if they want to travel solo, if they want to travel with their family/kids/parents/partner/friends or if they want to go on a honeymoon after their wedding, the possibilities are endless.

Numerous incidences like a mobility impaired person travelling 400 kms to attend a 6 hour heritage tour, a 40 year old blind person saying that he had the best day of his life, a blind person gifting himself a solo travel on his birthday which he earlier thought was never possible – When they thank Planet Abled for making it possible, it knows it is doing something right.

'Our Planet Is Our Common Inheritance – Everything Is For Everyone'.



CATEGORY C COMPANIES/ ORGANISATIONS



SAP Labs India Pvt. Ltd.

SAP Labs India, founded in November 1998 is SAP's largest Research and Development Centre outside its headquarters in Germany and a part of a connected lab network of 18 labs, responsible for SAP core solutions. With three labs in India - Bangalore, Gurgaon and Pune, SAP Labs India has an employee base of approximately 6500.

Diversity is one of the main threads that weave together the fabric of their culture. They believe that diversity and inclusion in workplace brings a mélange of ideas, and cements a foundation for a vibrant culture. They promote an environment of inclusion to ensure that ALL their employees get equal opportunity to flourish. They embrace diversity because by doing so their understanding of their world and their horizons are expanded, making them better advocates for their clients and better members of the communities. Creating a diverse and inclusive culture is critical to SAP's vision of making the world run better.

To become a more inclusive workplace and in support of SAP's mission to help the world run better and improve people's lives, they recently undertook the accessibility audit of all their office premises in Bangalore to be compliant to the formal standards. This also included the blue print audit of the upcoming premises. The audit was supported closely by V-shesh and based on their recommendations, SAP made changes and additions to the existing infrastructure. Some of the changes were as follows:

- Constructing and enhancing existing ramps across the main and common areas.
- Braille signage at all common areas and meeting rooms.
- Guide strips for stairs.
- Sufficient outdoor and indoor lighting for the night.
- Adopting inclusive evacuation procedures with staff training.

SAP aims to make their workplace more inclusive and accessible for people with disabilities. Their strong senior management support and commitment in this endeavour has made it possible.

These efforts are apart from supporting the visually impaired employees with aiding software or hardware requirements and the focused employment programme for people with Autism. Under SAP's 'Autism at Work' initiative, there are more than 100 people employed in SAP globally.



CATEGORY C COMPANIES/ ORGANISATIONS



University of Hyderabad

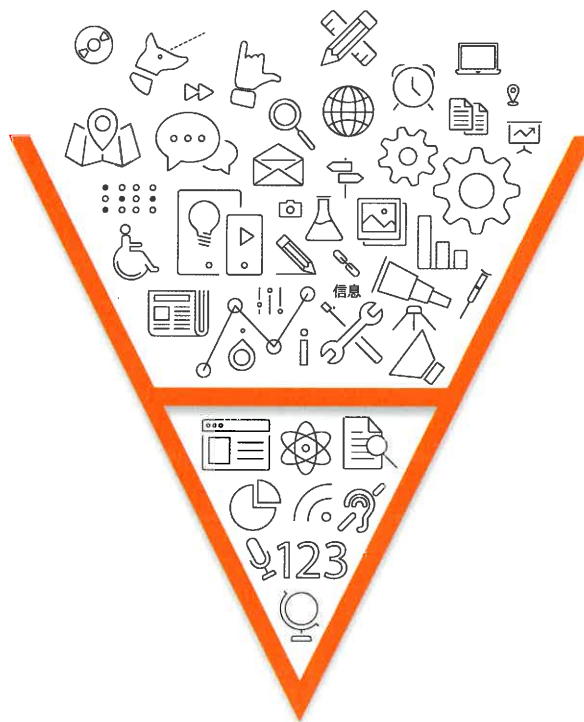
University of Hyderabad (UOH), a premier institute of higher education in the country established under an Act of Parliament, has the global reputation for its scientific innovation, its post-graduate teaching and research as well as the significant contribution it makes to the advancement of knowledge. UOH pays all-time attention to the special needs of persons with disabilities, a group grossly neglected otherwise in the institutes of higher education in India. Every attempt is made to fully comply in letter and spirit with all relevant provisions of Persons with Disabilities (Equal opportunities, Protection of rights and Full participation) Act 1995.

Besides implementing the 3% reservation in admissions, the UOH administration never hesitates to travel an extra mile in accommodating the brightest disabled students beyond permissible limits. The same is true with reference to the appointments. To advise on the matters of students with disabilities, the UOH constituted the Empowered Committee for Disabled Persons (ECDAP). Usually chaired by a sensitive and committed faculty, ECDAP takes on board all the stakeholders with disabilities on campus. By the time the UOH was selected for the 7th edition of NCPEDP-Mphasis Universal Design Award, ECDAP was being chaired by Dr. S. Rajagopal, a faculty in the School of Life Sciences.

Some of the major services offered by the University of Hyderabad for disabled students include: total exemption from the payment of tuition fee, sanction of reader allowance and stationery charges, financial incentives for the purchase of motorized vehicles, a special unit/reading room in the Central Library, computer labs equipped with special software such as Screen Readers and OCR Converters, Braille Printers, etc. Besides the above, the UOH has a dedicated staff to assist disabled students/scholars in their routine activities on daily basis.

Underlying the above, it is only fair to state that the University of Hyderabad is sincerely committed to the cause of equal access as much as it is fully dedicated to the knowledge production and scientific innovation.





Brochure Concept

In predicate logic, the universal quantification for "FOR ALL" or "FOR ANY" is represented by the mathematical symbol " \forall " (an inverted 'A'). This year's Universal Design Awards brochure is inspired by this universal quantification. It asserts that a predicate within the scope of a universal quantifier is true of every value of a predicate variable driving home the message of "Information Access FOR ALL" irrespective of ones physical abilities or disabilities.

With advancements in technology, information is now becoming accessible to All.

The 'inverted A' shows this broadened perspective. The funnel hopper-like shape appears to be a superset of information, being constantly fed with newer information, depicted by the graphic icons. The narrowing of the base, seems to suggest that the information is delivered as per the need, in the most suitable format and most importantly, to All!

The objective is to spread awareness that "Access to Information" is the key to ensuring that everyone is able to lead independent lives, and participate meaningfully as members of the society.



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

National Centre for Promotion of Employment for Disabled People (NCPEDP) is a non-profit voluntary organisation, registered in 1996, working as an interface between Government, Industry, International Agencies and Voluntary Sector towards empowerment of persons with disabilities. In the past 20 years, NCPEDP has established itself as a leading cross-disability organisation. NCPEDP pioneered the concept of cross-disability in India, and formed the National Disability Network (NDN) in 1999 which has members from every State and Union Territory across the country. Since inception NCPEDP has successfully advocated several policy changes that have positively impacted lives of people with disabilities working across to encourage employment of disabled people, increase public awareness on the issue of disability, empower disabled people with knowledge, information and opportunities and ensure easy and convenient access to all public places, products, services and technologies. NCPEDP works on five core principles, also called the five pillars of the organization, namely: 1) Education; 2) Employment; 3) Accessibility; 4) Legislation/Policy; and 5) Awareness/Communication. Understanding that accessibility is the key challenge to empowerment of persons with disabilities, NCPEDP instituted The NCPEDP-Mphasis Universal Design Awards in 2010.

www.ncpedp.org



Mphasis

Mphasis enables chosen customers to meet the demands of an evolving market place. Recently named by American Banker and BAI as one of the top companies in FinTech and as the "Most Distinguished Digital Company in 2015" by The Economic Times, Mphasis fuels this by combining superior human capital with cutting edge solutions in hyper-specialized areas.

As front-runners in technology related-solutions, Mphasis' efforts in corporate social responsibility hone in on these strengths - bringing 'disruptive' technologies into the realm of education, livelihood and inclusion. Amalgamating technology with advocacy and inclusion, Mphasis strives to mainstream the cause of marginalized and underprivileged groups. Mphasis' CSR programmes are executed through its philanthropic arm, Mphasis F1 Foundation, and expand across its geographies of operation (Maharashtra, Karnataka and Tamil Nadu) as well as disaster affected regions across India.

www.mphasis.com

NCPEDP

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