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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 miniscule 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 popularising the concept, the NCPEDP-Mphasis Universal Design Awards are conferred under three categories: persons with disabilities, working professionals and companies/organisations who have created an impact in accessibility and Universal Design in any of the following areas - 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.

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 Over time the Awards have gained recognition and credibility as also encourage more and more people to work in the field of promoting Access and Universal Design. The Javed Abidi Public Policy Awards were instituted in 2018 to celebrate advocacy efforts to promote accessibility.

## Persons With Disabilities

These Awards are given to persons with disabilities who have created an impact in accessibility and Universal Design through work done in policy framework, grass-root level implementation, design and development, access audits, or even the rights movement/advocacy.

## Working Professionals

These Awards are given to working professionals who have created impact in accessibility and Universal Design. They could be employees of an education institute/NGO/ corporate/government body that has taken up the cause, or could be consultants or freelancers who has devoted their time for the cause. Their individual contribution to the cause should have been a major reason for the success achieved by the organisation/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 are given to 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.

## NCPEDP - Mphasis Javed Abidi Public Policy Award

For Universal Design is a new category instituted in 2018 in memory of the Late Mr. Javed Abidi, to recognize advocacy efforts to promote accessibility. This could be in the area of physical infrastructure, transport, ICT, products and services and will be awarded to one organisation and one individual doing exemplary work to create a level playing field for people with disabilities to access the same opportunities and rights as all other citizens of India.

## Awards Jury 2020



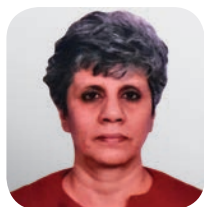
**Som Mittal** Chairman, NCPEDP

Som Mittal, is the former Chairman and President of NASSCOM, the premier trade body for the IT-BPM Industry in India. Mr. Mittal has worked and influenced governments of various countries in developing policies to promote trade. He served as member of the Prime Minister's Committee on National e-Governance and was the Chairman of the Advisory Council to develop the IT Vision for Indian Railways. Besides corporate he is closely associated with the social sector and education. He chairs leading NGOs like Charities Aid Foundation India (CAF), NCPEDP, Museum of Art and Photography (MAP). He was honoured with a Lifetime Achievement Award by (IMC) Indian Merchants Chamber and World Information Technology and Services Alliance (WITSA) for his Outstanding Dedication to the Growth of the Global ICT Industry. He was also recognized as a Distinguished Alumni of IIT Kanpur.



**Mr. Nipun O S** AVP and Head, CSR Mphasis

Nipun brings in more than thirteen years of professional experience across roles spanning technology, business development, and program management. In keeping with his keen interest in social innovation & sustainability, he joined Mphasis CSR in 2014. Currently he is leading the CSR portfolio at Mphasis. He has played a key role in building a robust portfolio of innovative, high impact CSR programs in improving learning outcomes in govt schools, promoting social entrepreneurship, promoting accessibility and inclusion of persons with disabilities, and enabling livelihoods.



**Ms. Mamta Kohli** Senior Social Development Advisor, Foreign, Commonwealth & Development Office

Mamta is the Senior Social Development Adviser with Foreign, Commonwealth & Development Office and leads its work on gender and inclusion in development programmes. Her current priorities include economic inclusion and empowerment of women; safe and accessible cities; social protection and inclusive tech solutions. Her cross sectoral experience allows her to break silos and connect people, ideas, solutions and resources for inclusive development and to challenge institutional norms and biases.



**Prof. P. V. Madhusudhan Rao** Head Department of Design, IIT Delhi

Prof. P. V. Madhusudhan Rao is a Professor in Departments of Mechanical Engineering and Design at IIT Delhi. He also serves as Head of the Department of Design. He is a co-founder of Assistech Lab in Khosla School of Information Technology, which works towards development of assistive technologies for empowerment of people with visual disabilities. As a coordinator of IIT Delhi Design Innovation Center (DIC), he is also responsible for initiating and driving multiple programs in design, innovation & entrepreneurship. Prof. Rao has several patents and design registrations to his credit many of which have been commercialized. He and his team's translational research efforts have led to successful products and solutions which are presently in the national and international market and have made an impact.



**Ms. Shilpi Kapoor** CEO, Barrier Break

Shilpi is a serial entrepreneur with a passion for technology and disability, Shilpi Kapoor is the founder of BarrierBreak & 247 Accessible Documents that focus on digital accessibility. With a team of 200+ accessibility experts with approx. 65% of them having a disability, she has grown this to scale. She has been recognized as one of the Top 15 Women Transforming India by Niti Aayog 2019 and as one of the Top 20 Most Powerful Women in Business in India for the year 2017 by Business Today magazine. An Ashoka Fellow and a recipient of "NCPEDP - Shell Helen Keller Award 2008" - Non-disabled role model supporter of increased employment opportunities for people with disabilities, she has successfully built a sustainable business model in disability products and services.

## CATEGORY A Persons With Disabilities



### Ravindra Rambhan Singh Mumbai, Maharashtra

Ravindra, a person with a locomotor disability is the founder of myUDAAN, a technology driven startup offering solutions to mobility related issues.

Ravindra has developed the V GO, a wheelchair attachment that can convert any manual wheelchair to motorize done. The device can be attached easily by the wheelchair user himself, without any external help and this gives independence and freedom to move out Independently. The V GO has been designed for affordability and ease. V GO aims to empower the most underserved in our communities, giving them a chance to step out, move and live independently and with dignity. Ravindra believes that the demand for any product is influenced by its accessibility, usability and affordability. Universal Design creates inclusive design solutions and promotes accessibility and usability, allowing people with or without disability to live independently.



### Raghavendra Satish Peri Secunderabad, Telangana

A digital accessibility evangelist, Raghavendra Satish Peri works with Deque Systems as Senior Accessibility Consultant He authors an Accessibility Blog at Digitala11y.com & galvanises adoption of accessibility through meetups and mentorship to inspire the local tech community. He is also the founder of HelloA11y, a community of accessibility professionals, developers and enthusiasts.

When away from his computer, Raghava can be found at local cafes & restaurants sampling cuisines, attending local meetups, listening to audio books or writing on his Personal Blog at raghava.in.

Raghavendra Satish Peri also helps small business & individuals with Digital Marketing Trainings & SEO consulting. He has been building websites & doing SEO Consulting for more than 14years.



### Dr. Vikrant Sirohi Haridwar, Uttarakhand

Dr. Vikrant Sirohi is Senior Medical Health Officer at Roorkee Municipal Corporation (RMC); and Medical Superintendent, Community Health Center (CHC), Bhagwanpur, Roorkee, Uttarakhand. He believes that accessible healthcare services are the right of people with disabilities even in a pandemic. Dr. Sirohi contributed to universal health coverage as his CHC fulfilled the National Health Mission indicators among all health centres in Haridwar. He contributed silently to access to improved sanitation and promoted accessible and inclusive WASH for persons with disabilities. He imparted training on disability competencies to field workers and ANMs/ASHA to tackle attitudinal barriers.

During this pandemic, despite living with polio he refused the exemption offered to doctors with disabilities by the Department of Personnel and Training and led the Corona battle from the front in Roorkee. He set up a separate isolation ward at his Community Health Centre Bhagwanpur even before ensuing lockdown and with help of the local authorities converted two hotels into quarantine wards, during the lockdown, which are under his CHC's ambit. Due to his contribution, he is honoured as Corona Yoddha (Warrior) by Roorkee Municipal Corporation.





## Jury Recognition



### Ketan Kapoor B Pune, Maharashtra

Ketan works as D&I (HR) Consultant at Siemens INDIA Pvt. Ltd. Ketan volunteered in advocating for wheelchair friendly footpaths under SMART PUNE CITY pilot process initial meetings for Baner & Aundh areas in Pune, Maharashtra, which are currently a reality in these areas. He conceptualised the idea of a one of its kind, recreation facility and with help of other inclusion experts, architects, activist in inclusion space, they made a request to Pune Municipal Corporation (PMC) to include recreation facilities in public areas like parks and public transits hubs as per recognized accessibility standards. This would not only help persons with disabilities but also senior citizen and ladies in advances stages of pregnancy and others. The proposal is currently under consideration for existing and future development plan of PMC.

Ketan was also the official Industrial Partner (IP) & official supporter to Skill Council Persons with Disabilities (SCPwD) and in recent past, in Pimpri Chinchwad Municipal Corporation (PCMC) area with SCPwD at an Empowerment of Person with Disability Camp, he offered free career counselling to Walk in underprivileged disabled job seekers.



### Pratishtha Deveshwar Hoshiarpur, Punjab

Pratishtha is a graduate from LSR College for Women, Delhi University and is currently pursuing Master of Public Policy from University of Oxford. As the President of the Equal Opportunity Cell of her college, she worked towards enhancing accessibility and inclusion by conducting access audits, getting ramps built, providing accessible reading material to visually inspires students, conducting mobility workshops, ensuring that elevators are in good condition and ensured that every event organized at college was inclusive, followed principles of universal design and was accessible to all students.

Pratishtha also made efforts to educate people about the need for accessible road infrastructure and accessible travel. She made a video to sensitise people about the accessibility challenges faced by people with disabilities on the road especially for wheelchair users, raising the issue of inaccessible cabs, buses and the grim condition of the Indian roads. She has spoken at various platforms like the British High Commission and Hindustan Unilever, and United Nations events like the Nairobi Summit, Regional Youth Consultation on ICPD25 in Bangkok, Regional Consultation on Disability Inclusive Development in China to raise awareness and spread knowledge about the lives of people with disabilities and their accessibility needs.

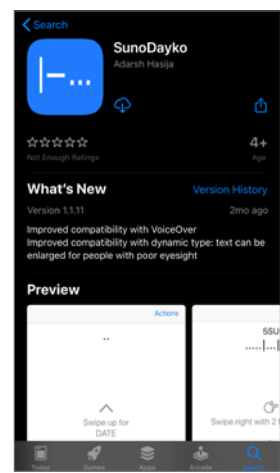
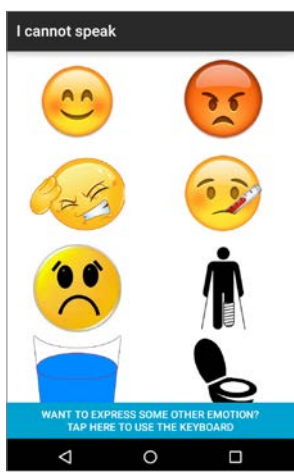




### Adarsh Hasija Bengaluru, Karnataka

Adarsh Hasija has keen interest in accessibility and a background in app development. He believes that technology can be used to overcome limitations; speak for a person who cannot speak, hear for a person who cannot hear and so on. This has motivated his work in the disability space. Adarsh has volunteered with the disability community for many years and as he got to know their challenges, he tried to use his expertise to address those issues, and over the years, designed many apps specifically for this community.

The first app he developed, LetsTalk, allowed speech-impaired people to communicate their feelings using pictures. His second app Stars Earth is a chat bot which help the user learn sign language. Another Android application by him called One, helps visually- impaired people learn and practice their typing skills without needing a laptop or desktop. His another application Suno – Be My Ears for iPhone has been designed specifically for the hearing-impaired. The app uses speech to text technology to help a hearing-impaired person communicate. In 2020 he has released a new version of Suno called as SunoDayko which assists people with visuals disabilities.



### Anupam Kumar Garg Noida, Uttar Pradesh

Anupam Garg is an IIT Kanpur Computer graduate with more than 3 decades long experience in IT/Software space. He took an early break on his successful professional career to pursue his other life goal full-time – primarily among those had been to work towards promotion and advancement of Maths and Science learning among the Visually Challenged.

Geometry has been the most eyes-intensive branch in Maths that is the core of many advanced Maths concepts. Incidentally, the Visually Challenged (blind) students need a Geometry Kit, using which they can construct “embossed” geometrical patterns. GEOMKIT (patented) is designed to fulfil that need.

Anupam’s other designs include “Braille LINEVIEW Slate”, a Direct Braille Slate (patented) suitable to do Maths for blinds/low-vision students, backed by DSIR, Government of India. He has also designed “Braille-8 Unicode System”, an enhanced Braille language to suit scientific learning, presented at the IEEE Conference 2016.





## Sandeep D. Ranade Pune, Maharashtra



NaadSadhana is a groundbreaking new app. Its mission is to help everyone create and experience music without limits. It is designed for singers, instrumentalists, and composers of all genres (Hindustani, Carnatic, Western, Jazz), of all ages, of all levels (students, experts, teachers), and of all abilities (including hearing impairment, visual impairment, color blindness, etc).

NaadSadhana combines artificial intelligence, computer science, neuroscience, user interface design, learning theory, accessibility design, digital signal processing and research in music to provide live, creative accompaniment on a wide range of instruments, to provide precision guidance on notes and tempo, and to provide a professional multi-track recording studio. This allows everyone to practice, perform and publish their best music any time, any place, to truly make musical magic without limits.



## Naveen Kumar M Chennai, Tamil Nadu



Naveen Kumar has developed a Child-Standing wheelchair which can be used by children with disabilities. A first multi-purpose wheelchair which has sitting, standing, sleeping and stair climbing abilities. The product is very lightweight, weighing just 16 kgs, lesser than a conventional wheelchair, which enables the person using it to handle its weight easily. Further, he has also developed a spring assisted crutch, which because of the incorporation of helical spring is less painful in the underarms than a normal crutch, thereby enabling the user to walk longer distances through its use.

Naveen's vision is to make innovations accessible to person living with a disability to realize their dreams coincides with the vision of NCPEDP. He thinks Mphasis Universal Design award would further proliferates his and his organization's growth, to help us make a positive impact on the society.



## Jury Awardee

### **Dr. Srinivas Puppala** Telangana



Dr. Puppala is the Deputy Transport Commissioner, Adilabad & Karimnagar (FAC), Govt of Telangana with over 30 years of experience in Manufacturing, IT and Government.

Dr. Puppala has trained 40 persons with hearing disabilities, who were denied driving license, to pass the theory and practical driving test and also how to overcome the hearing loss during driving. This initiative was taken to build the confidence among the people with hearing impairment by attending their daily needs etc. thus removed their dependency on others for their transportation.

The initiative has ensured independent living for many persons with hearing disabilities and currently it is being replicated across the country. A sticker depicting a logo in red color “Driver is Deaf-Please Pay Attention” to alert other road users was given to all of them after training to paste the same at front and rear of the vehicle.



## Jury Recognition



### Astha Ashesh Avinash Vadodara, Gujarat

Astha is a 21 years old final year student at the National Institute of Design with major in textile designing. She has designed a learning aid called LOOPERS that is in the form of a toy and can be played by children with and without disabilities. LOOPERS promote inclusive design and universality. The chosen material for the LOOPERS could glow under UV light. UV light is a tool used to identify the functioning of the eye.

Primarily for partially visually impaired children with additional disabilities (cerebral palsy, down syndrome, autism and so on), Loopers aim at three things in the Child's cognitive development:

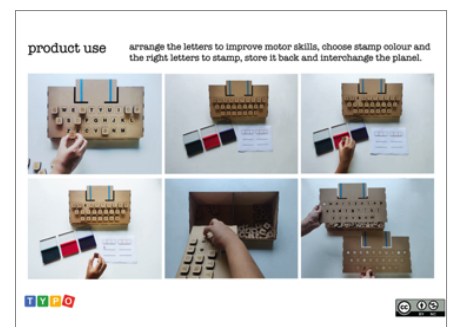
- Problem solving
- Engagement
- Enabling motor and physical movements



### Aakanksha Sharma and Bharath Surendra Ahmedabad, Gujarat



Aakanksha and Bharath are postgraduate students of product design at the National Institute of Design, Ahmedabad. They have built product 'Typo' out of a two week classroom workshop, called 'design for special needs', guided by Dr Gayatri Menon. Typo specially targets towards helping kids with cerebral palsy to learn and write the English language while retaining and/or improving their sensory motor skills. They took a co-design approach to create a solution along with the stakeholder for the special need to learn language without having to write, due to limited fine motor skills. They feel that universal design thinking should change from being an after-thought to the default way we design our products, spaces, services and systems. And that tools should be designed to remove all impediments in the way of an individual's quest to accomplish something.





## CATEGORY C Company/Organisation/Government

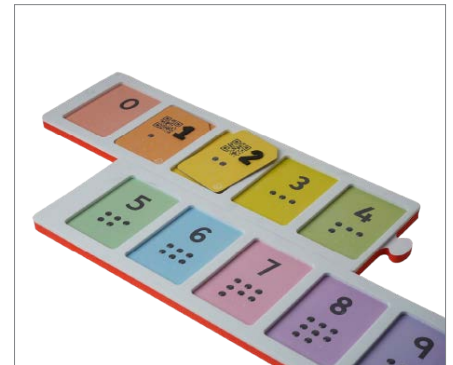


### Tactopus Learning Solutions Pvt. Ltd.

Bengaluru, Karnataka

Tactopus uses technology to make early learning and development better for the children with vision and cognitive disabilities. They do this by making multi-sensory active learning products and providing a platform for educators, parents and the students to connect online. All products are universally designed keeping in mind the child's need for dignity, equality and independence. Engaging the senses of touch, sight and hearing all together, they ensure the best kind of actively engaged learning.

These products promote a diverse co-learning culture and social integration so schools can avoid segregation of children based on abilities. It is a step towards allowing children to learn in the same space using the same learning aids, on a level playing field. These levels of social inclusion coupled with independence and confidence-building, lead to attitude changes and perception of disability, triggering continued education and eventually gainful employment.



### Kidaura Innovations Pvt. Ltd.

Nashik, Maharashtra



Autism Spectrum Disorder encompasses a range of conditions that makes it difficult to be identified and is a challenge for someone with little or no expertise including parents and pre schools to distinguish an Autistic child amongst typically developing children. Kidaura's Screen Play, a digital game based screening tool helps in identification of children who have mild autism and are mislabelled or not identified. Till now, they have screened 1075 children across 6 mainstream schools Nashik and Khunti, Jharkhand and have identified 10 children having potential risk to autism and other related conditions such as learning issues, ADHD and sensory issues, and 17 with developmental delays.

Currently, with time and situation created due to the COVID-19 pandemic, they have also started working on technological solutions from an early screening of developmental challenges to the reinforcement of home-based therapies for children with special needs, is where Kidaura is currently functioning.





## Truce Consulting Services Pvt Ltd (True Consultancy Assistive Technology-Brand Name) Bengaluru, Karnataka

At True Consultancy Assistive Technology, they develop Assistive Tech products of international standards that enable disability inclusion. They want to make in India, quality and standardized products for India and want to emerge as leaders in Assistive Technology to contribute positively to the upliftment of persons with disabilities.

This first solution TurnPlus, launched in the second half of 2017, is an award winning, patent pending, easy to install, swivel seat mechanism for cars, which addresses a very important aspect of easy commute for the people with disabilities, thus creating an inclusive ecosystem. It is designed to improve the quality of travel and life by making car travel easy for people with multiple medical conditions. There are close to 100 customers who find TurnPlus very useful.

Truce consulting participated in Empower 2019 - An Assistive Technology Conference cum exhibition by IIT Delhi, where TurnPlus was demonstrated and was well received because of its unique product quality and bringing a new technology in the market among the audience comprising of academicians, technical team of IIT, DPOs, and group of physiotherapists.



## Flexmotiv Technologies Pvt. Ltd. New Delhi



Flexmotiv was started to develop assistive devices for the people with disabilities, which would not just help them live independently but also ensure improve quality of life. Their product, Flexmo crutches are the world's first self-standing crutch. Flexmo crutches are a design improvement of the traditional crutch crafted to improve the mobility of a person with locomotor disability. Till now, they have served more than 150 users across India. The target segment includes amputation, polio, Spinal cord injury. By using specially crafted metal flexures based tip design, the Flexmo Crutch substantially improves the stability and mobility of a patient. The design additionally increases grip on rough terrains such as sand, pebbles and wet surfaces and it can be used by all irrespective of abilities, size, demography and training level.





# Work from home

## Digital & Accessibility Research Build Back Better

### National Education Policy Online Interacti

## Javed Abidi Public Policy Awards 2020

### Karpagam. M Chennai, Tamil Nadu



Karpagam. M is a lawyer at Madras High Court passionate. A person with visual impairment, Karpagam is a disabled rights activist, social engineer and lawyer who had broken all barrier, stereotype , glass ceiling with her sterling academic accomplishments throughout her life. She qualified for admissions into a medical college but was not allowed to join medicine citing visual disability, which then prompted her to pursue Bio Medical Engineering and then to follow her passionate dream and to fight for the rights of the disabled, she joined Law in Dr Ambedkar law University, Chennai (securing university 1 rank in law ), emerged overall topper with gold medals and endowments.

Karpagam is the CEO of VVIP (Voice for voiceless Indian people foundation, which has created entrepreneurs and employability skills for 10 (Hearing and speech impaired people). She also filed more than 400 RTI Applications to make an assessment, audit on the rights of persons with disabilities.

She has fought many PIL like temple accessibility for disabled people in 38000 temples in Tamil Nadu, Special Olympic Bharat case to weed out corruption in the games of special children. During Covid 19, she obtained order to rescue intellectually disabled' stranded on the pavements, resulted in rescuing more 200 intellectually disabled persons to the Government Homes by the State Disability Commissioner.



### Arun Kumar Singh Jharkhand



Arun is the President of Jharkhand Viklang Manch and Secretary General of Rashtriya Viklang Manch (National Confederation of the Disabled). He has over 15 Years of experience in engaging with the movement of persons with disabilities in rural areas; national and international disability and development agencies; Disabled People's Organisations; mass based organisations; Adivasi Sanghatans and larger alliance of persons with and without disabilities.

He has facilitated and strengthened Jharkhand Viklang Manch and spread the movement to 10 other states. He has filed many public interest litigations and got judgment in favour of persons with disabilities with regard to employment and accessibility at various places, selection and recruitment of visually impaired candidates, admission of disabled to B.ED course and other substantive issues of persons with disabilities. He has also filed a PIL for accessible Govt. Website of Jharkhand, conducted Access Audit for Government and Volunteer organizations of Jharkhand and Orissa States of India. He was appointed as the member of steering committee of general election of India 2019 for ensuring a accessible election process for persons with disabilities.



## Special Jury Award

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### **Kausar Jamil Hilaly** Guwahati, Assam

Between July 2018 and June 2020, Mr. Hilaly held charge of the office of the State Commissioner for Persons with Disabilities Assam. He has worked extensively on implementation of provisions of the Rights of Persons with Disabilities Act, 2016 (RPD Act). He issued repeated written correspondences and notices that caused some positive movement and departments responsible for infrastructure creation began issuing instructions to subordinates to adhere to guidelines, one such instance was issuance of instructions by Chief Engineer PW (Buildings) Department to all the Executive Engineers of the state to comply with the guidelines.

During the Assembly Elections in 2019, advocated for a fully accessible election for persons with disabilities. During the Covid-19 pandemic situation, he ensured prompt assistance for distribution of dry ration and medicines to people with disabilities in need across the state. He also ensured that the Assam State Disaster Management Authority (ASDMA), National Health Mission (NHM) and DIPR produced government advisories and other publicity material on Covid-19 in accessible formats for visually and hearing impaired people. Schools being closed for months, he facilitated the conducting of classes through YouTube channels for students in the Guwahati Blind School and the BDS Govt. Deaf School.

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



Registered in 1996, the National Centre for Promotion of Employment for Disabled People (NCPEDP) is the country's premier cross-disability, not-for-profit organisation working as an interface between Government, Industry, International Agencies and the Voluntary Sector towards empowerment of persons with disabilities. Its mandate is simple – to encourage the 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. NCPEDP works on six core principles, also called the six pillars of the organization, namely: 1) Education; 2) Employment; 3) Accessibility; 4) Legislation/Policy; 5) Awareness/Communication, and 6) Youth. For more information, visit:

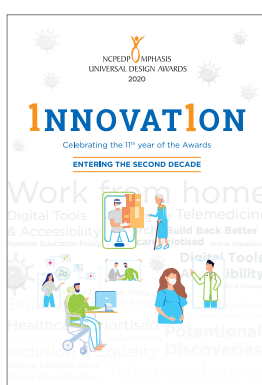
[www.ncpedp.org](http://www.ncpedp.org)



## Mphasis

Mphasis (BSE: 526299; NSE: MPHASIS) applies next-generation technology to help enterprises transform businesses globally. Customer centricity is foundational to Mphasis and is reflected in the Mphasis' Front2Back™ Transformation approach. Front2Back™ uses the exponential power of cloud and cognitive to provide hyper-personalized (C=X2C2 TM=1) digital experience to clients and their end customers. Mphasis' Service Transformation approach helps 'shrink the core' through the application of digital technologies across legacy environments within an enterprise, enabling businesses to stay ahead in a changing world. Mphasis' core reference architectures and tools, speed and innovation with domain expertise and specialization are key to building strong relationships with marquee clients. For more information, visit:

[www.mphasis.com](http://www.mphasis.com)



## Brochure Concept

The COVID-19 pandemic has taught us that, with inevitable change come new opportunities. The cover visual displays the positive side of the pandemic, showcasing opportunities for Innovation.

The two 1's in 'Innovation' are made to look like the number 11, to denote the 11<sup>th</sup> year of the awards. The keywords in the background are the positive impacts which offer an optimistic outlook to the disability sector.

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

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