



Consortium for
Inclusive
Education

Fostering Inclusion

A year of
Collaborative Educational Empowerment



ANNUAL REPORT 2022-23



Bridge the Gap
Consortium for Inclusive Education



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Education

Bridge the Gap
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Education

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#01 Overview

Welcome to the Consortium for Inclusive Education's Annual Report. In the following pages, we will delve into our collective journey, accomplishments, and endeavours over the past year – a testament to our unwavering dedication to fostering an educational landscape that embraces diversity and inclusivity.

Throughout the past year, our collaborative efforts have propelled us towards meaningful milestones, as we champion equitable learning opportunities for every individual. This report encapsulates our journey, detailing achievements, challenges, and the collective strides we have taken to advance the cause of inclusive education.

Join us as we reflect upon our shared commitment to empowering every learner and creating a world where education knows no bounds.



#02 Our Vision & Mission

Inclusion is more than just an educational philosophy; it is a commitment to creating a society that values diversity and empowers every individual to reach their full potential. By embracing inclusion, we recognize that every child has the right to access quality education that meets their unique requirements.



VISION

Our vision is to empower all children to embrace learning, achieve their personal best, and build their emotional, social, and physical well-being.



MISSION

To bring about a fundamental shift in the existing education system from seeing difference as a problem to celebrating the diversity of learners by working towards an educational experience that enables all children, irrespective of their learning needs to have a meaningful and enriching learning experience within the regular school system.



#03 Message from our Founding Trustee

Consortium for Inclusive Education's journey over the last few years has been one of great ups and downs – with some initiatives failing to take off and some creating an impact beyond our expectations. In all our pursuits, we have witnessed remarkable stories of empowerment and change – stories of children with disabilities who have transcended limitations and blossomed in classrooms that radiate understanding, empathy, and genuine opportunity.

These stories and data are instrumental in shaping our 5-year forward view and we feel more motivated than ever to persist in bringing a systemic change. Through innovative teaching methodologies, comprehensive teacher training programs, scholarships for students, and a network of engaged communities, we have fostered an environment where each child's unique abilities are recognized as strengths, not obstacles.

Innovation and unwavering perseverance remain our core values as we embark on this journey of bringing a paradigm shift in how our education system and the society at large perceive children with disabilities. We shall continue to pilot new initiatives, improvising and experimenting, to ensure that we succeed in giving children an inclusive and compassionate environment at their homes, schools and in the society.

DR RUCHI MEHTA

“Progress is not just measured in numbers, but in the lives we touch, the smiles we bring, and the futures we shape.”



Inclusive, good-quality education is a foundation for dynamic and equitable societies.

Desmond Tutu
Human Rights Activist, South Africa





Meet our Members of Board of Trustees



Dr Ruchi Mehta

Dr Ruchi Mehta is the founding trustee of Consortium for Inclusive Education. She is also Head of Strategy at Deepak Foundation. She is an active Impact investor and a board member of Haqdarshak, a company that provides welfare services to the lower economic section of the society via an assisted-tech model. She did her PhD in Medical Oncology/Surgical Sciences at the University of Oxford under the supervision of Prof Sir Walter Bodmer (Ex-Chairman, Human Genome Project) at the University of Oxford. While at Oxford, she was awarded the Marie Curie Fellowship and the Horatio Symonds Scholarship. She worked in London for 3 years advising the government on health policies and the corporate sector on healthcare investments. She has an undergraduate degree in Chemical and Bioengineering from Johns Hopkins University. While in the USA, she was an active member of Engineers Without Borders (EWB) and collaborated with South African government bodies and local rotaries to initiate projects for adequate water supply for local deprived communities in South Africa.



Dr Jai Pawar

Dr Jai Pawar assumed the role of Director at Deepak Foundation in October 2022, backed by a distinguished track record of over 15 years of dedicated service to the organization. With a professional experience spanning nearly 26 years, she possesses a wealth of expertise in implementing Natural Resource Management (NRM) based developmental projects, ranging from large-scale multisectoral initiatives encompassing agriculture, water resource development, animal husbandry, and skill-building. Notably, her prior engagements included steering projects focused on ecological restoration and the management of protected areas.

Her major areas of interest include linking sustainable agriculture with the food and nutrition security of vulnerable communities, poverty alleviation, and the mitigation of the impacts of climate change. Her contributions extend beyond the organization as she has represented the Foundation on various platforms and played an instrumental role in implementing an award-winning large-scale program.

Moreover, she serves as a member of the Internal Complaints Committee on Prevention of Sexual Harassment (POSH) within multiple corporate settings, underscoring her commitment to fostering secure and inclusive work environments.



Mr. Deepak Mehta

Mr. Deepak C. Mehta is a Science graduate from the University of Bombay. With a career spanning almost five decades, Mr. Deepak Mehta has been at the forefront of India's emergent Chemical Industry, steering Deepak Group into a market leading player in the Chemical Intermediates sector.

Under his dynamic leadership, Deepak Group has undergone revolutionary expansion & strategic diversification, foraying into new products and segments, augmenting existing capabilities and an ever-increasing geographic penetration, both international and pan national. Today, Deepak Group is a recognized leader in Basic intermediates, Fine & Specialty Chemicals & Performance Products alike, with marquee customers across 30 countries spanning every continent on the globe.

Mr. Mehta is deeply passionate about the development of India's industrial prowess. He has regularly chaired & steered committees at industry fora, fervently striving to propel the nation, on a global leadership stage. He is the Chairman of National Chemicals Committee-FICCI, and the Sector Skills Council, FICCI.

He has served as a President at the Indian Chemicals Council (ICC) and been a member of 'Task Force on Chemicals Industry' constituted by the Government of India, to increase the competitiveness of India's Chemical Industry.



Mrs. Alka Smart

Mrs. Alka Smart is an educationist with 30 years of experience in shaping the lives of students as a teacher. She retired after 11 years as a principal of two schools belonging to the Society of St. Basil in Vadodara.

She has presented a paper on 'Digitalization in Education' at the principals' conference of CBSE Schools of Gujarat. She has also conducted seminars on the '5 S' concept of Japan which could be adopted in the schools and offices under the 'Swachatta Abhiyan'.

She is the Vice President of Disha Trust and one of its founder members. She strongly believes in inclusion of the specially abled children into the mainstream and dedicates all her spare time for the Autistic Children at 'Disha' special school. She has presented a paper on the challenges faced by schools on inclusion and how to overcome them, at the National conference of 'The Indian Federation of University Women's Association' where she held the position of Secretary. She has been recognized for her contribution as a Judge and Convener at the International Olympics for the specially abled children held in New Delhi and Chandigarh.



Mrs. Archana Joshi

Mrs. Archana Joshi has over three decades of experience of working in development sectors such as public health and nutrition, disability and special needs, women empowerment, education, skills building and livelihoods.

Her expertise is in the areas of designing large scale evidence-based projects, aimed at achieving sustainable development goals. Her past association with an international consultancy research organization as a social researcher for over a decade helped in developing systems for monitoring and evaluation. The hands-on experience in implementing large-scale public private partnership projects for nearly two decades as a head of a civil society organization, has been useful in policy advocacy and formulating government resolution. Consistent engagement with community-based organizations, networks of civil society organizations, government departments and international donor organizations has aided in formulating scalable and replicable models, particularly in tribal areas across several states in India.

She is a member of the Ethics Committee Technical Review Committee of various academic institutions. She is a member of Internal Complaints Committee on Prevention of Sexual Harassment (POSH) as well as the Protection of Children from Sexual Offences (POCSO) in various Companies and Institutes. She is the fellow of Aspire Circle, a not-for-profit forum that promotes social leadership in India through Fellowships and Research with the purpose of building India's foremost Social Leadership forum. She was a member of the World Bank - Health, Nutrition and Population Civil Society Consultative Group (WB-HNP CSCG) from 2013-16. Her research papers are published in several international journals and conference proceedings.



Ms. Nandini Rawal

Ms. Nandini Rawal is a dedicated advocate for inclusive education and disability rights. She has successfully undertaken high ranking positions at various organisations. She has achieved a historic milestone as the first Indian appointed to the prestigious International Council for Education of People with Visual Impairment (ICEVI). In her role as Executive Director at institutions like the Blind People's Association, Adult Training Centre for the Blind and the National Association for the Blind, Rawal has led initiatives for the well-being and empowerment of disabled individuals.

Her pursuit of excellence has led her to undertake a course in Multiple Disabilities and Deaf-Blindness at the esteemed Perkins



School for the Blind in Boston, USA. Her perseverance is further reflected in her prolific body of work; 224 paper presentations at national and international conferences, 163 published articles and 8 books in the area of inclusion and disability.

She is an external member of the committee on sexual harassment at workplace at multiple institutions, member of various committees of Rehabilitation Council of India for curricular development, Vision 2020 India and Gujarat, and State Level Committee for Prevention of Blindness.

Throughout her journey, she has received numerous accolades for her tireless efforts. Notable awards include the Society for the Welfare of the Mentally Retarded (SWMR) award, ICEVI International Excellence Award, the T.S. Bamankar Award, and the International Leadership Award by ICEVI.



Mrs. Tejal Amin

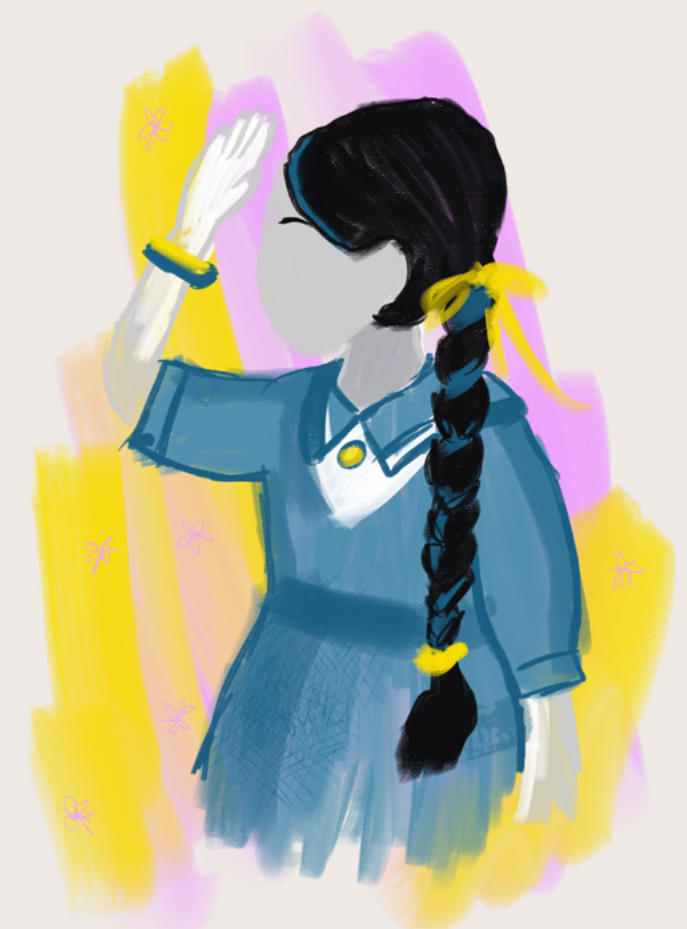
As Chairperson of the Navrachana Education Society, Mrs. Tejal Amin has driven its qualitative expansion from a single institution to more institutions, including leading schools, affiliated to state, national and international education boards, innovative programs covering sports coaching, a schooling program for underprivileged children, a skill-based program for girls and women, and Navrachana University.

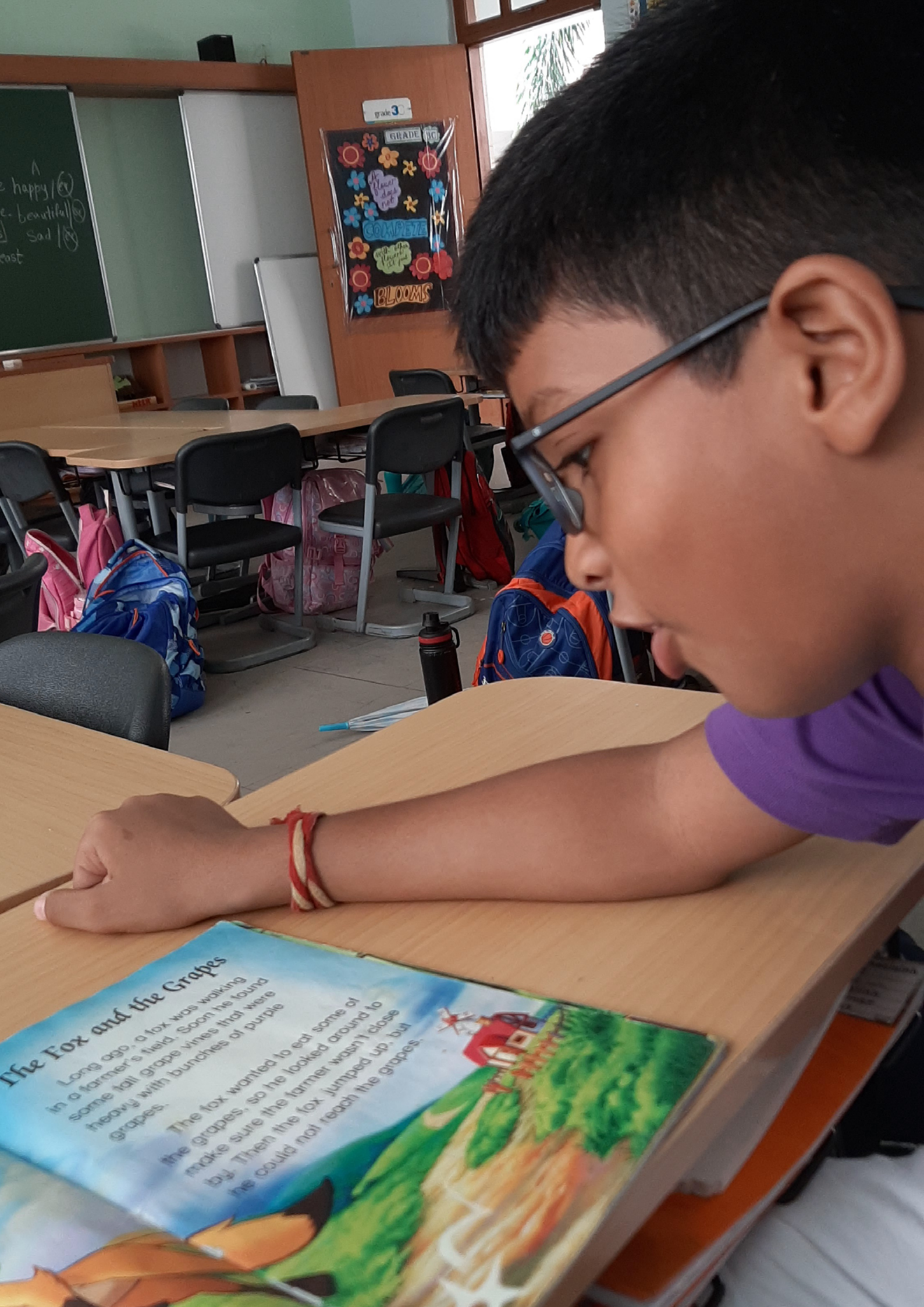
Mrs. Amin has been closely associated with Industry, Education and Socio-cultural activities in Vadodara for the past 35 years. Through her endeavours, the Navrachana Education Society provides schooling to over 10,000 students every year with over 500 qualified and experienced staff, teachers and proactive principals (many of whom have been conferred with the President's award). Ten Anganwadis in the city are also supported by the Navrachana Education Society.



Mr. Jagdish Shukla

Mr. Jagdish Shukla, after 45 years of rich experience in automation, has served as the 14th vice president of the International of Society of Automation (ISA) for Asia Pacific District and is currently serving on ISA executive board (2022 – 2024). He has served as a member of Gujarat Government Fee Regulation Committee for Schools for the period as well. Mr. Shukla is the director of M/S Servilink Systems Limited at Baroda engaged as a recognized GOLD system integrator of M/S Rockwell Automation- Allen Bradley make DCS, PLC/SCADA systems. He is also the managing trustee of Baroda Lions Club Education Trust that imparts education from pre-primary to senior secondary schooling at affordable costs to children. Mr. Shukla is the president of Vadodara Innovation Council and he is also a serving member of BOS/Academic Council for GTU, DDU, Parul University, ITM University and Nirma University.





#04 Inclusive Education Fellowship Program

An innovative journey towards fostering a truly inclusive learning landscape. This program stands as a testament to our unwavering commitment to ensuring that every learner, regardless of their abilities, receives equitable access to quality education.



As we embark on this transformative experience together, we invite you to meet our fellows who have joined us in reimagining education, breaking down barriers, and nurturing a community where diversity is celebrated and every voice matters.

Meet our Fellows



Ruchi Bhat

My name is Ruchi Bhatt, and I hold a Pre-primary Teaching certificate as well as a degree in Arts and Humanities. With 6 years of experience as a teacher, I have dedicated myself to education. Currently, I am an 8-month fellow at the Consortium for Inclusive Education, where I teach and counsel children with special needs at Hill Memorial School.

My passion lies in child psychology and inclusive education, and I am committed to making a positive impact in these areas.



Radhika Gohel

I'm Radhika Gohel, and I'm passionate about both child psychology and inclusive education. With a background in Counseling Psychology and four years of experience as a tutor, I'm currently pursuing a Post Graduate Diploma in Guidance and Counseling to further my expertise. My journey has led me to work as a fellow at the Consortium for Inclusive Education. Here, I get to make a real impact by teaching and counseling children with special needs at the primary level in the T.R. Patel School. This role perfectly aligns with my deep interest in child psychology and my commitment to creating an inclusive learning environment.

It is incredibly rewarding to see the growth and progress of these children, and I'm excited to continue dedicating myself to this meaningful field.



Sathya Narendran

I am Sathya Narendran, an educationist and I have an M. Phil in Education from the Tata Institute of Social Sciences, Mumbai. My research project was based on gender socialisation in secondary schools in Kerala. I had qualified for UGC NET-JRF in Education. I have worked as a field assistant in the research project, Operational Perspectives of Accountability and Learning in schools in Mumbai, which was conducted by the University of Bath, UK. I have interned as a content developer in the English language team of the digital flagship programme called Connected Learning Initiative, wherein, I developed content for the Teacher Professional Development module in a digital learning app for English teachers in secondary schools.

I am passionate about gender equality and empowering all children through inclusive education. I am currently working as a fellow with the Consortium for Inclusive Education.



Guiding the Way:

Principal's Perspective on Inclusive Education



Ms Kanchan Joshi, Principal, Cygnus World School

Cygnus school is extremely happy with the idea of fellowship by Consortium for Inclusive Education. Soon after the placement of Sathya, she was able to bring about significant behavioral changes in our students she worked with in the Secondary School. She was their shadow teacher, mentor and friend. She spent time with them during their routine school days including academics and co-curricular activities. As she understood their behaviour patterns, she was able to offer appropriate remedies like assisted learning when they had to complete writing tasks, when they lagged in reading etc. This helped them become more confident and have faith in their abilities. The student mentors of these children were able to coordinate with her and make the special learners feel even more accepted and comfortable. Her presence has been reassuring and an additional support to the respective subject teachers as well. They welcomed it as they were able to achieve better learning in both these students.

“This has helped them become more confident and have faith in their abilities.”



Mr. Kirit Dabhi, Principal, Hill Memorial

The fellowship program not only focuses on academic achievement but also on holistic development of Children with SEN. CIE fellow, Ruchi, uses a variety of teaching techniques to engage all types of learners in the classroom through hands-on activities and videos. Children also given group work to enhance their social and communication skills. She has taken class teachers and parents on board and has a thorough understanding of each child's circumstances. Children who had difficulty in reading and writing have now learned to write fluently. Children feel happier to come to school now.

“Children who had difficulty in reading and writing have now learned to write fluently.”

#05 What We Do

I. Scholarship Program

Inclusion Elevated- Empowering every child's journey through education

Our scholarship program is tailored to empower SEN children by providing them with the opportunity to thrive in inclusive school environments, where they can learn, grow, and contribute alongside their peers.

We understand the additional financial burden that families of SEN children may face. Our scholarship program aims to alleviate this burden by providing financial assistance to cover tuition fees, books, and other essential resources. Inclusive schools are spaces where every child, regardless of their abilities, is valued and given the opportunity to participate fully. Our program encourages and supports SEN children in accessing the benefits of inclusive education.

Our scholarship program is a testament to our commitment to inclusivity and equality in education.



PROGRESS IN NUMBERS

11

Schools

03

Cities Covered

27

Children Registered

09

Children Selected





‘If a child can’t learn the way we teach, maybe we should teach the way they learn.’

CIE believes that every child is capable of learning, given the right pedagogy at the right time.



II. Teacher Trainings

Training on Benefits of Inclusion – *“Breaking Barriers, Fostering Diversity, and Unleashing Potential”*

The Training on Inclusion unveiled a world of benefits that extend beyond the classroom. By empowering educators with the knowledge and skills to embrace diversity, it has the power to create a more inclusive society. Participants left the training inspired, equipped, and committed to championing inclusion, knowing that its impact reaches far beyond the walls of their schools.

23 ATTENDIES
from Webb
Memorial School

SPEAKERS:
Dr Shruti Bhar

Workshop on Mathematics without Tears – *“Empowering Educators to Foster Confident Math Learners”*

The “Mathematics Without Tears” workshop was a resounding success, leaving educators equipped with a treasure trove of innovative tools and approaches to reinvigorate their math classrooms. As teachers return to their schools, they carry with them a renewed passion for teaching math without tears and a commitment to fostering confident math learners.

36
Attendies

9 SCHOOLS
Across Vadodara

SPEAKERS :
Mrs. Shivangi Chitra



Innovative teaching and learning workshop by IIT Gandhinagar - *“Igniting Imagination, Empowering Educators, Inspiring Students”*

The Innovative Teaching and Learning Workshop was a celebration of creativity and collaboration in education. Hosted at Samaj Suraksha Sankul, the workshop gathered educators from diverse backgrounds, united by their passion for reimagining teaching practices to inspire the next generation of learners. Having surpassed expectations, the workshop proved to be a dynamic space where educators immersed themselves in innovative approaches. As teachers return to their schools, they carry with them a newfound toolkit of strategies and creative ideas to inspire and empower their students.

35
Attendies

8 SCHOOLS
Across vadodara

SPEAKERS :
Mr. Jay Thakkar &
Mr. Nihar Pandya



#06 Events & Highlights

Unveiling The Tapestry Of Moments

Welcome to a window into our vibrant world of events and achievements. Here, we shine a spotlight on the extraordinary moments that define our journey, explore the pulse of our organisation and join us in celebrating the accomplishments that drive us forward. This is your front-row seat to the remarkable, the innovative and the impactful. Welcome to a window into our vibrant world of events and achievements.

“Shifting Perspectives, Nurturing Inclusion: The Annual National Symposium – A Gateway to Redefining Differences”

Annual National Symposium- Inclusion in Mathematics classrooms: A way to think differently about the difference

Amidst evolving educational landscapes, this symposium aimed to dismantle barriers that have historically marginalized certain students within the mathematics classroom. The National Symposium served as a dynamic

platform for educators, researchers, and stakeholders to come together and explore the crucial intersection of Mathematics education and inclusive practices.

With an unwavering focus on fostering equitable learning environments, this symposium delved into innovative strategies, research findings, and practical insights that empower educators to make mathematics accessible to all learners.



Knowledge Partners

TEACHFORINDIA

Co-host

First national level symposium on inclusion in Gujarat

Participants from
10 CITIES & 6 STATES

156
Attendees

26
Organizations

15
Schools

11
Speakers

03
Universities from across India

4th Teaching and learning material Competition: “Nurturing inclusion: celebrating Empowering Education”

The Teaching and Learning material competition achieved its goal of highlighting the significance of inclusivity in education. The competition showcased the importance of considering diversity and accessibility in educational materials, and we hope it will continue to inspire future initiatives that prioritize inclusivity.

Several outstanding entries stood out for their exceptional approach to inclusivity in teaching and learning resources. The winners demonstrated a deep understanding of the importance of creating materials that go beyond traditional boundaries and address the unique needs of diverse learners. Their commitment to fostering a more inclusive educational environment was truly inspiring.

Entrepreneurial partnership with TFIx: “Our commitment to fostering meaningful change in Inclusive education”



We are thrilled to announce our dynamic entrepreneurial partnership with TFIx (Teach For India Accelerator). Honored to

213
Attendees

04
Schools

08
Organisations

11
Contestants

embark on this journey alongside TFIx, we believe, together we can create sustainable, scalable solutions that make education more accessible, equitable, and inspiring for all.

The future is brighter because of this partnership, and we're excited to witness the incredible transformations it will bring.



#07 The Way Ahead

As we reflect on our journey thus far, it's essential to outline a clear path forward to continue advancing the cause of inclusive education. The following "Way Forward" plan outlines key strategies and initiatives for the Consortium's future.

1. Collaborative circle:

- Consortium for Inclusive Education's growth model
- Become a Pan-Gujarat hub for select organizations working in the inclusive education/ disabilities and make a greater collective impact.

2. Skill/ Capacity building:

- Fellowship Program- Direct in-classroom support for SEN children and Slow learners
- Project Navnirmaan- Upskilling of Anganwadi facilitators for early identification of disabilities and interventions
- Inclusive Innovators- School Inclusion program for mainstream teachers

3. Direct support for inclusion:

- Scholarship Program- Provide financial support to enable access to quality mainstream education for children with Special Education Needs

4. Community Outreach:

- Project SOUL- To provide a safe and empathetic space for parents of SEN children to come together and share experiences, advice and resources

It shouldn't matter how slowly a
child learns.
What matters is that we encourage
them to never stop trying.

Robert John Meehan
Educator and Author



#07 Budgets & Expenditure

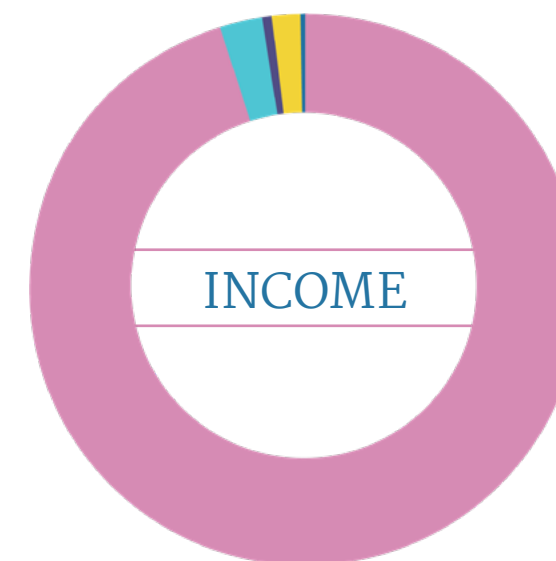
Budget 2022-23

Budget Details							Amt. in INR
SLNO.	Cost Element	UOM	Unit (A)	Months (B)	Unit Cost ('C)	Total Cost (A*B*C)	Expenses till March-23
A	PERSONNEL						Balance till March-23 Rs.
A1	President		1	12	41,680	500160	457111
A2	Chief operating officer		1	12	35,000	420000	408709
A3	Office assistant		1	12	18,000	216000	187920
	Total A					1136160	1053740
B	Fellowship program						
B1	Inclusive Education fellows		3	12	0	-	-
B2	Inclusive Education fellows		5	10	0	-	-
	Total B					-	
C	Consultant / Subject Expert						
C1	Consultant Charges		1	12	21500	258000	237265
	Total C					258000	237265
D	TRAINING of fellows						
D1	Resource person charges		1	10	0	0	-
D3	Azim premji University fees (7 fellows)		7	1	0	0	-
D6	Travelling		7	1	0	0	-
	Total D					-	-
E	Activity Cost						
E1	Scholarship fund		1	1	105000	105000	105620
E2	Awareness, conferences and trainings		4	4	21875	350000	330170
	Total E					455000	435790
F	FIELD TRAVEL						
F1	Travelling of team (including interstate travel)		5	10	300	15000	7404
	Total F					15000	7404
G	MIS & Documentation						
G6	Publishing charges of Brochures, Report, pamphlets		1	1	160000	160000	154077
G9	Media / Advertisement		1	12	5000	60000	32200
	Total G					220000	186277
H	Monitoring & Evaluation						
	Total H						
I	Centralize Pharmacist/Purchase/IT						
I1	Centralize Pharmacist/Purchase/IT		1	12	10000	120000	120000
	Total I					120000	120000
J	Administrative Cost						
	Total J					96000	83700
J	OR						
J	Administrative Expenses 6% of total cost					-	
L	Total					2300160	2124176
M	Management Cost					115008	106208
N	Total Project Cost					2415168	2230384

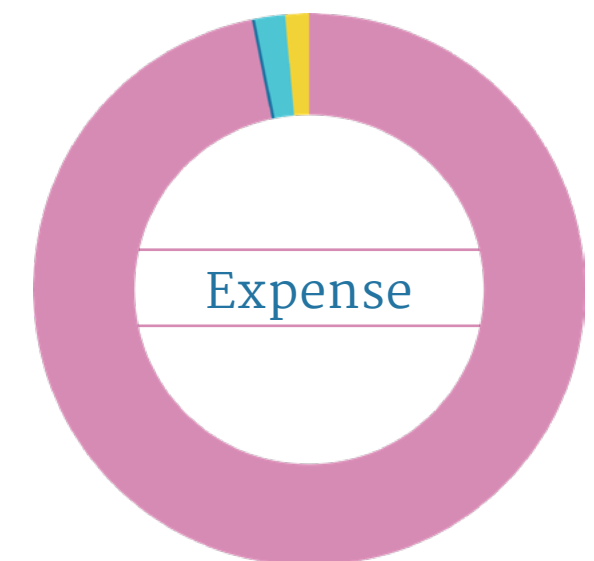
Balance Sheet (01.04.22 to 31.03.23)

Liabilities	as at 31.03.23	Assets	as at 31.03.23
Capital Account	20,000.00	Fixed Assets	1,96,361.00
Trust Fund	20,000.00	Display Table	19,950.00
		HP 250 Laptop	39,920.00
Loans (Liability)		Office Revolving Chair	3,481
		Office Table	9,086.00
Current Liabilities	92,171.00	RealMe Mobile Phone	66,974.00
Duties & Taxes	17,171.00	Tactile Marker	56,950.00
Sundry Creditors	75,000.00		
Branch / Divisions		Current Assets	4,41,474.00
		Bank Accounts	4,41,474.00
Profit & Loss A/c	5,25,664.00		
Opening Balance	1,34,875.00		
Current Period	3,90,786.00		
TOTAL	6,37,835.00	TOTAL	6,37,835.00

Income-Expenditure Breakdown



- Donation
- Donation for Scholarship
- Savings A/C Interest
- Training Fees Income
- Other Income A/C



- Project Expenditure
- Contingency and Misc. Expenses
- Audit Fees
- Admin Charges for PF

*as of 01.04.22 to 31.03.23

Inclusion is not tolerance.
It is unquestioned acceptance.

Fostering Inclusion:
*A year Of Collaborative Educational
Empowerment*

Empowering Every Learner
Consortium for Inclusive Education
Annual Report 2023



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Just because someone lacks the
use of their eyes does not mean
they lack vision.

Stevie Wonder
Singer-songwriter & Musician



Consortium for
Inclusive
Education

Consortium for Inclusive Education

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