

NCPEDP  MPHASIS
UNIVERSAL DESIGN
AWARDS
2018

Access For All

One Award. One Objective. One World.



The 9th NCPEDP Mphasis Universal Design Awards



A Tribute to Late Mr. Javed Abidi

**Former Executive Director NCPEDP
Global Chair, Disabled Peoples' International**

March 4th 2018, plunged the disability sector of India into an abyss of gloom and sorrow as news spread of the untimely death of India's fiercest, most passionate crusader for the rights of persons with disabilities – Javed Abidi.

Always at the forefront of any demand for policy change to better the lives of 7-10 crore Indians with disabilities, Mr. Abidi can well be credited for ensuring passage of 2 disability legislations within 3 decades.

Mr. Abidi truly believed that employment and education, imperative for dignity and independence of people with disabilities, was not possible without accessibility, which he firmly maintained was the bedrock of empowerment.

It is to celebrate his legacy – the advocacy and the advocates that work to create a level playing field for persons with disabilities, that the leadership of NCPEDP and Mphasis thought it most befitting a tribute to institute a separate category of Awards this year - the NCPEDP -Mphasis Public Policy Award for Universal Design to recognize those that are carrying forward Mr. Abidi's legacy.

This is also an effort to highlight the power of advocacy – which not only complements delivery of services to those with disabilities but also creates institutional change at multiple levels.



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 popularising 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 symbolises 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 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 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 2018



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. Prior to IT, he was in the engineering/ auto industry. He has served as a member of the Prime Minister's Committee on National e-Governance and chaired the Advisory Council set up for developing the IT Vision for Indian Railways. Alumnus of IIT Kanpur and IIM, Ahmedabad, he currently serves on several corporate boards, universities and NGOs.



Dilip Chenoy

Currently the Secretary-General of FICCI, Dilip Chenoy was the former MD & CEO of the National Skill Development Corporation (NSDC), where he also served as co-chair of the Australia India Joint Working Group on Skill Development. Prior to NSDC, he was the Director General of the advocacy for the automobile industry in India, SIAM and Deputy Director General of CII. He is also on the Board of Governors of IILM, New Delhi and Board of Studies of All India Management Association.



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.



Ruchira Sarin

A Gold Medallist from MNIT, Jaipur, Ruchira is an Architect with over 17 years of experience. Member of the Council of Architecture and a specialist in Universal Design, she leads the accessibility initiative in DEOC, a social enterprise which offers consultancy on creating barrier-free environment. As a visiting faculty at Sushant School of Design and other institutions, she delivers lectures on Universal Design. Ruchira is also a founder of two design organisations: Ode-2-Design and Ode-2-Greens.



Shilpi Kapoor

Ms. Kapoor is an accessibility evangelist and the founder of BarrierBreak, 247 Accessible Documents & NewzHook. 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 called up to impact the life of people with disabilities globally. She is committed to the cause and interested in thinking out of the box to address this challenge. Ms. Kapoor is an Ashoka Fellow and a recipient of the 'NCPEDP-Shell Helen Keller Award 2008'. She has been recognized as one of the top 20 most powerful women in business in India for the year 2017 by Business Today magazine.

Category A: Persons with Disabilities



Dr. Alim Chandani

Born deaf in Mumbai, Dr. Alim Chandani graduated with a Doctorate in Administration and Supervision in Special Education from Gallaudet University in Washington, D.C.

Associate Vice President of Centum Foundation, Dr. Chandani leads its Centum GRO Initiative, a division which is dedicated entirely to persons with disabilities. An innovative Deaf Skill Training Hub, designed by deaf experts, it specializes in providing training on deaf empowerment and English language skills.

Dr. Chandani is working diligently to improve accessibility to information for the Deaf community in India – encouraging use of sign language as the primary communication tool in schools for the Deaf and advocating for providing English subtitles in Indian cinemas. Since his move to India two years ago, he has pioneered many initiatives like hosting Indian Sign Language Trivia events across cities to promote inclusive community efforts between the hearing and deaf, organizing a Deaf Art Exhibition, creating accessible music concerts and coordinating a sign language interpreting retreat.



Dhananjay Bhole

Dhananjay Bhole is the Coordinator of the Centre for Inclusive Education and Accessibility, Savitribai Phule Pune University that provides support services to not only its own students with disabilities and also its 700 affiliated institutions.

He played a key role in establishing the Centre and initiated an assistive technology training program, accessibility research program, accessibility outreach and sensitization program, a placement cell and set up an advanced assistive technology lab with research facilities in the university.

A web accessibility consultant for several corporate and Government organizations, Bhole has organized over 150 talks and 30+ workshops on digital accessibility.

Dhananjay has done B.Sc. in Botany, MBA in HR from NMU, M.Sc. in Bioinformatics and is pursuing his Ph.D. in academic accessibility from SPPU. Author of 8 research papers in the area of digital accessibility and contributor to chapters in 2 professional books, he is co-founder and mentor of Sugamya Digital Solutions; a consulting company providing end to end accessibility solutions.





Harish Kumar

Harish Kumar was born without his right arm, below the elbow. After completing M.Sc. from IIT Roorkee and M.Tech. from IIT Delhi, Harish worked with major telecom companies. An ardent car driver, his passion led him to create 2 National Records in Limca Book of Records for All India Driving Expedition and Golden Quadrilateral Expedition. Realizing these challenges that people with disabilities face in terms of mobility, he gave up his corporate career to address and find possible solutions to the challenges. Harish designed a special car and established India's first driving school for persons with disabilities. He also established the first wheelchair accessible taxi service in Gujarat. Harish has authored a book named Ability on Wheels; which addresses all questions related to driving that a person with disability may seek answers for, when they start driving or want to learn.



Category B: Working Professionals



Dr. J. S. Arora

Dr. J.S. Arora is a Thalassemialogist. He has done his M.Sc. Haemoglobinopathy from University College London. He is a member of Patients for Patient Safety (PFPS) Advisory Group, which provides expert advice, technical guidance and support to the PFPS Programme and WHO Secretariat on issues relating to patient participation and empowerment. As a founder of the National Thalassemia Welfare Society, Dr Arora united thalassemia associations creating a Federation of Indian Thalassemics

Dr. Arora aims to ensure free and accessible thalassemia treatment. He has travelled across the country to encourage the improvement of medical facilities and formation of patient groups. Through his efforts, a free antenatal diagnostic facility is formed at a Delhi Government Hospital; free treatment is provided in Government hospitals, and at a nominal cost in private hospitals.

His vision to include Thalassemia, Sickle Cell Disease and Hemophilia as recognised disabilities by Law became a reality with their inclusion in the RPWD Act, 2016.

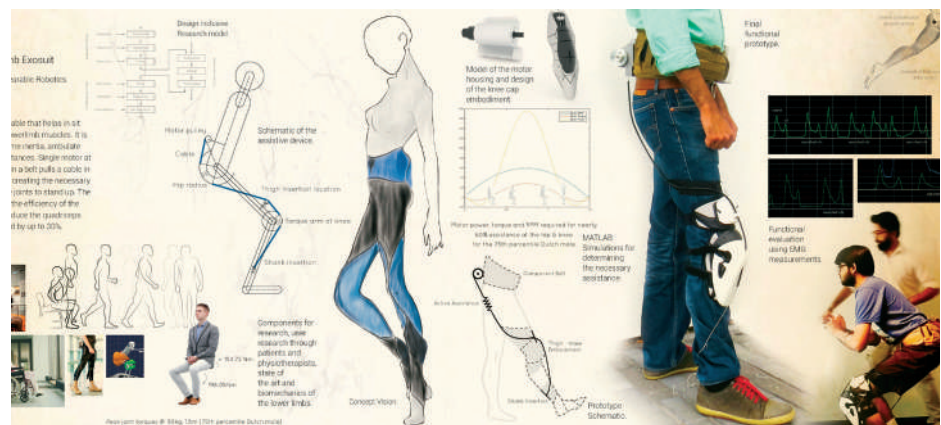


Tigmanshu Bhatnagar

Tigmanshu Bhatnagar is a passionate designer in the area of disability. He has done a Bachelor in Design from IIT Guwahati and a M.Sc. with cum laude from Delft University of Technology, Netherlands. Currently, a Guest Faculty at the Department of Design in IIT Delhi, his focus lies in products and technologies for persons with disabilities.

Tigmanshu is involved in several assistive innovation and research projects independently and in partnership with other NGOs and AIIMS. He has designed a stand assist lift for a person with Spastic Quadriplegia, leading the user to stand up for the first time in 20 years. Mr. Bhatnagar has also designed a dignified and robust reverse trike modification kit for two wheel motor vehicles to make them accessible, easy and safe for all.

Tigmanshu will be pursuing his PhD with full scholarship at the Global Disability Innovation Hub in London. He aims to develop a Centre of Excellence on Design for Disability in India.





Vishal Kapoor

Vishal Kapoor currently holds the portfolio of Chief Design Officer with Future Group Ltd. leading design initiatives across groups' formats servicing more than 500 million customers. With a Masters in Design-Strategies, from Hong Kong Polytechnic School of Design, he is a firm believer and advocate of Inclusive Design and its social impact. With more than 2 decades of experience in the design and service space, he has been felicitated through various awards and accolades. Currently, Mr. Kapoor is leading the initiative to design, build and advocate the need for Universal Design approach for a meaningful growth and retail experience for consumers with disabilities.

Under his leadership, Future Group is adding language and signage to support persons with disabilities; in the form of entry ramps, ergonomically appropriate wheelchairs and service counters, usage of braille as a part of their communication design, in-store accessibility with designed trial rooms, washrooms and even accessibility of products through thoughtful planograms.



Category C: Companies/ Organizations



Election Commission of India

Election Commission of India (ECI) has been working since 2000, to improve facilities for voters with disabilities. This includes providing ramps, allowing companions along with voters with disabilities, priority entry, sensitization of the polling officers and special assistance provided to voters with speech and hearing disabilities.

2018 has been earmarked as the Year for Accessible Elections. ECI has constituted a Technical Committee for the inclusion of persons with disabilities, engaging several members of the disability sector, and persons with disabilities. The Commission has issued a specific notice to appoint nodal officers to oversee accessible elections in every State/UT of the nation.

Future plans include establishment of auxiliary polling stations for the people with disabilities and appointment of disability coordinators at the levels of Assembly Constituencies, Districts and States. Persons with disabilities and their attendants will be permitted to avail public transport on the day of polling and all election related awareness materials including photo voter slips will be available in accessible format.



Ezy Mov Solutions

India's first wheelchair accessible taxi service and mobility solutions provider, Ezy Mov Solutions is a new age company with traditional values, providing point to point mobility solutions for people with mobility challenges. Ezy Mov's dedicated fleet of cars, fitted with hydraulic wheelchair lifts and restraint systems, driven by a team of sensitized and courteous drivers, has completed over 50,000 successful rides with happy customers.

The company also has a retrofitting division & helps people convert their existing cars and make them wheelchair accessible by installing automotive mobility equipment like wheelchair lifts, restraints, swivel seats etc.

The Company is taking aggressive steps to start wheelchair taxi operations in the top metros by 2019, helping persons with disabilities & elderly to travel independently.

Ezy Mov has a clear vision and is working towards offering reliable, innovative and affordable solutions using the best available technology to build an equal world.





Humanity Welfare Organisation “HELPLine”

Started by Javed Ahmed Tak, a wheelchair user who was paralysed due to a bullet injury to his spine during the Kashmir conflict, Humanity Welfare Organisation “HELPLine” works for the basic rights of persons with disabilities.

With its main focus on accessibility, the organisation has been actively pursuing the implementation of the state Infrastructure accessibility, Smart City Project, Accessible India Campaign and access to ATMs and websites. The organisation has successes in motivating all agencies to incorporate Principles of Universal Design and Universal Access in all state infrastructure developments.

The organisation also provides accessible books to students with visual disabilities and ISL interpreters for those with hearing and speech disabilities. It is as a result of their lobbying that Raj Bhawan, 100 ATM’s of J&K Bank, Deputy Commissioner’s office in Anantnag, Divisional Commissioner Kashmir’s office, Deputy Commissioner’s office in Srinagar, the Kashmir University, Tulip Garden and the Islamic University Science & Technology has been made accessible by the Jammu and Kashmir Government.





ORKIDS Foundation

Started over 18 years ago, Orkids has made a difference in the lives of over 50,000 children with specific learning disabilities. They have formulated several models for remedial intervention, assessment, services, and advocacy and have conducted training for over 15000 special educators and teacher trainees.

Orkids Foundation focuses on promoting access to inclusive education, which is the bedrock to empowerment of persons with disabilities.

They have developed special models for children with learning disabilities to generate awareness on the importance of education and remedial intervention. Orkids runs several simultaneous ongoing projects in collaboration with Institutes such as Harvard Graduate School of Education and National Brain Research Centre, Maneser, to develop an acquisition research programme and remedial kits for reading and spelling, which are used by educators and parents as formal assessment tools.

Orkids has paved the way for enhancing accessibility for children with special needs in Tier I and II cities.



Javed Abidi Public Policy Award for Universal Design



Amar Jain

Amar Jain works as a corporate lawyer, with the Capital Markets team at Cyril Amarchand Mangaldas, Mumbai. He holds B.L.S.LL.B., from Government Law College, Mumbai.

Refusal of admission to a Law College due to his blindness led him to file a case before the Chief Commissioner for Persons with Disabilities, which led to implementation of policies for persons with disabilities.

The National Housing Bank issued a policy, dated 3rd December 2015, for housing finance companies for providing loan facilities for persons with visual and physical disabilities. Similarly, as a result of his efforts, the recognized stock exchanges issued a circular dated May 12, 2015 on opening of trading account for visually impairment.

Amar has also worked with Increasing Diversity by Increasing Access, whose recommendations formed part of the Rights of Persons With Disabilities Rules, 2017, and recommendations on making 'ICT' accessible for persons with disabilities, dated July 9, 2018, by the Telecom Regulatory Authority of India.



Vishal Kumar Jain

Vishal Kumar Jain is a Post Graduate from Indian Institute of Management, Lucknow and currently working with Tata Motors as a Senior Manager, HR Analytics. He has developed a robust business case for accessibility and inclusion of persons with disabilities, advocating Universal Design for Tata Group companies, and has secured the support of its top most leadership. He has been a proponent of accessibility within Tata Motors and with its technology vendors.

Vishal is the President of Blind Graduates Forum of India, an NGO working on Capability Building, Accessibility, Public Policy and Advocacy. Under his leadership, BGFI has been driving a national campaign on Accessible Indian Currency, uniting thousands of blind individuals, making representations to government on public policies, engaging with Corporates like OLA Cabs to make their app accessible, etc.

From being a school dropout, Vishal went on to scale the Mount Everest Base Camp at 18,200 feet above sea level in 2016.



Diversity and Equal Opportunity Centre

Diversity and Equal Opportunity Centre (DEOC) has carved its own approach for bringing in universal design in various developmental aspects by offering the highest standards of professional service to some of the most prestigious organisations across India. DEOC's services include reviewing policies and processes, conducting blue-print audits, access audits and walk and talk audits, providing implementation support, designing accessible infrastructure/products/services, training and research. DEOC was part of the team that reviewed the National Building Code, 2016 and successfully ensured that accessibility be included in all the relevant chapters. It has also reviewed the accessibility standards of the Model Building Byelaws. Some significant policy level work includes the development of a framework for corporates that allows them to create an inclusive workplace for people with disabilities, the setting up of policies and processes that allow for reasonable accommodation to be extended in higher education, the inclusion of disability in sustainable development goals and a progress report on the CRPD.





National Association of the Deaf

National Association of the Deaf (NAD) aims to be a body that is truly representative of deaf people from all states across India, rallying deaf people together to demand their rights from the Government and policy makers.

While NAD is still in its infancy, it has taken concrete steps towards improving lives of deaf people in India. With over 2500 members, NAD organizes state level meetings across the country to recruit more members, while also informing current members and their families about its endeavors, achievements and current developments. Through its constant advocacy efforts, programs such as the Republic Day and Independence Day celebrations are telecasted in Indian Sign Language. NAD and national deaf organizations have also been the driving force behind the formation of Indian Sign Language Research and Training Centre (ISLRTC), the first of its kind autonomous body to create the much needed awareness on the importance of sign-language for India's deaf citizens.





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

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 21 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 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. 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 customers to reimagine their digital future by applying a unique formula of integrated cloud and cognitive technology. Mphasis X2C²™ formula for success, (shift anything to cloud and power everything with cognitive), drives five dimensions of business value with an integrated consumer-centric Front to Back Digital Transformation, enabling Business Operations and Technology Transformation. Mphasis applies advancements in cognitive and cloud to traditional application and infrastructure services to bring much needed efficiency and cost effectiveness. Mphasis' core reference architectures and tools, combined with domain expertise and hyper specialization are the foundation for building strong relationships with marquee customers.

www.mphasis.com



Theme

This year's Universal Design Awards brochure broadens the theme of "Accessibility" to beyond the conventional, to include accessible services for persons with disabilities in its ambit. These include education, prevention and health services, employment, leisure and sport services, vocational education, and more. This is of special significance in the light of the new Rights of Persons with Disabilities Act, 2016. Making services accessible is the sum of various interventions – ranging from making infrastructure, communication, technology and products accessible as per approved standards, along with the most critical binding component - the human resource.

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

E - 150, East of Kailash, New Delhi 110 065.

Phone: +91-11-26221276 / 26221277

Website: www.ncpedp.org

E-mail: secretariat.ncpedp@gmail.com