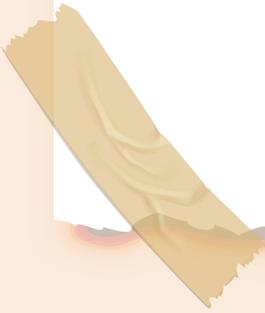


UMMEED CHILD DEVELOPMENT CENTER

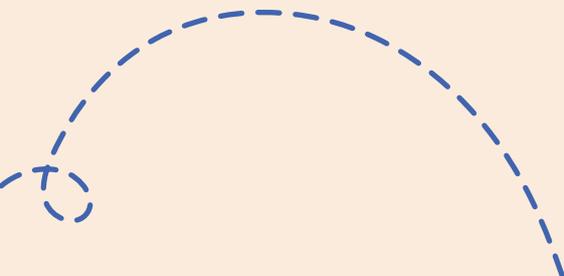
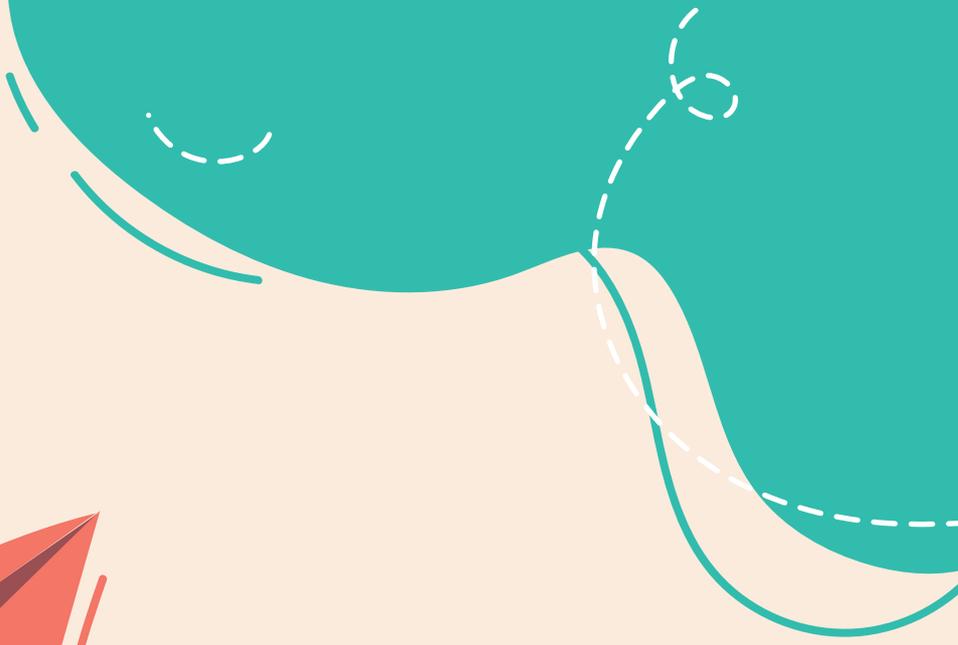


ANNUAL REPORT



FINANCIAL YEAR 2022-2023





MESSAGE FROM THE CEO & EXECUTIVE DIRECTOR

We look back at Ummeed's journey with a sense of humility for what we have learned and pride in what we have achieved – a reach of ~0.35 million children and families across India (direct and indirect). We are also doing work that is unique and that few other non-profit organizations can take on, e.g., partnerships with universities, ecosystem-level work, research and the building of reliable information resources in regional Indian languages, amongst others.

Every organization thrives because of its people, and this is true for Ummeed as well. Over the last year, we have consciously invested in strengthening Ummeed's next level of leadership, knowing fully well that these are the future leaders of the organization.

In a country with ~50 million children with disabilities, we recognize that much more still needs to be done, and that this is complex work. Ummeed remains committed to support the building of ecosystems in India that enable early identification, early intervention, participation and agency in children and families. We would also like to see services for disabled children become more family-centered, evidence-based, and participation focused – a direction we will continue to influence.

Ummeed's work would not be possible without the unflinching support of our children, families, trainees, partners, donors and well-wishers. You have walked this journey with us – for this, we remain deeply indebted. We hope that together, we can continue to make India and the world a better place for all of us.

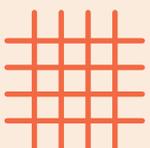


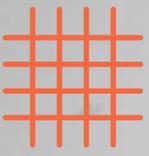
Anita Limaye, MD
Chief Executive Officer

Dr Vibha Krishnamurthy, MD
Founder and Executive Director



REPORT ON UMMEED'S ACTIVITIES





1 HIGHLIGHTS



This Annual Report of Ummeed Child Development Center encapsulates the organization's strategic priorities, programs, reach and impact in the Financial Year (FY) 2022-23.

A new normal of hybrid work emerged during the year as the threat of the COVID-19 pandemic began to diminish. This gave the Ummeed team time to reflect on what Ummeed stands for and the role it should play in the childhood disability space in India and beyond.

Given its deep understanding of the science behind childhood disability and its own growing reach and influence through clinical, training, research and awareness/advocacy work, it became clear to the team that Ummeed sees itself as an influencer and ecosystem builder in this space and would like to leverage this position to bring about greater and more meaningful impact. Thus, in FY 2022-23, the organization started taking steps in this direction.

Ummeed's direct clinical services for children and families continued unabated. Importantly, the organization started working towards creating a dedicated space for the Family Resource Center so that families of children with disabilities can have a space for knowledge, leisure and resources that they can call their own. This is a continuation of Ummeed's commitment to empower families and caregivers and offer them a platform to support each other through their lived experiences. It is also our hope that over time, the Family Resource Center will help create a visible model for what partnership between families and professionals can look like and will have a strong influence on the services children and families receive in India.





Ummeed continued to offer short-term and long-term trainings in the online, hybrid and face-to-face modes for families and professionals (and also internships, fellowships and observerships). In parallel, university collaborations were strengthened, such as the ones with Azim Premji University (APU). Ummeed has also been doing geography-level work through partners in Jalgaon, Guwahati+, and Hyderabad; this work expanded to Pune and Kashmir. Engagements with government systems were continued, such as the NIH-funded work in Wardha, and conversations for new collaborations were initiated such as including BMC schools in the new school inclusion fellowship cohort.

Ummeed is one of the few organizations in India that engages with research and regularly presents and publishes data from India, thus taking evidence-based work from the developing world to global platforms. In FY 2022-23, data from the family outcomes survey and Ummeed's school interventions was collected and analyzed; some of it was presented as well.

Ummeed recognizes the need for building greater awareness about childhood disability in the wider society and has been investing in this through social media campaigns, mainstream media publications, and hosting as well as speaking at conferences and events. A key feature of Ummeed's awareness efforts is in keeping voices of children, young adults, and families center-stage – this reflected in its campaigns such as #MeAsMe.

Additionally, Ummeed rolled out a YouTube channel – [@developmentaldisabilitiesindia](https://www.youtube.com/@developmentaldisabilitiesindia) – to make credible information about childhood disabilities accessible as videos to caregivers and professionals across India in two languages, English and Hindi. Ummeed also co-hosted the 2nd edition of the SELebrating Inclusion Summit to support continued dialogue about socioemotional learning and inclusion in school systems.



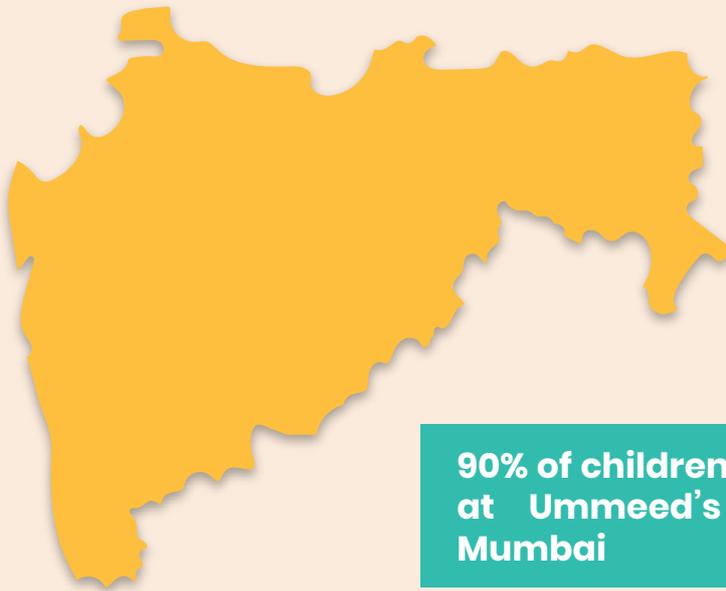
The graphics below provide a summary of Ummeed’s reach across programs amongst its stakeholders. Later, in this Report, we also share a few stories about what has become possible (lived experiences, collaborations, successes and challenges) through Ummeed’s various programs for children with and at risk of disabilities, families, professionals, and partner organizations.

	REACH FY 22-23	REACH (TILL DATE)
CHILDREN (With or at the risk of development disabilities)	~1474* children directly through 12,400+ clinical sessions ~21* children supported through Early Intervention Center (EIC) ~82,500** children reached indirectly through trainees	~13,800* children directly through 1,22,400 clinical sessions
FAMILIES (immediate ecosystem of the children)	~790* caregivers trained ~1060* caregivers received mental health/social work support at Ummeed ~130* caregivers accessed leisure opportunities ~155* caregivers participated in support groups	~3000* caregivers trained
PROFESSIONALS & ORGANIZATIONS (Doctors, therapists, teachers, community workers, CBOs)	~1650* professionals supported through various trainings ~450* students reached through university collaborations ~90* interns and observers hosted ecosystem-level work in 5 regions	~6900* professionals trained Indirect reach to ~0.35 million children and families (conservative estimate)
SOCIETY (Within which the children and families have to thrive and not just survive)	Approximately 2,40,000 people reached through social media, print media, visual media and awareness events and campaigns. Over 1,50,000* views (people) reached on DDI (Developmental Disabilities India) YouTube channel videos	

* UNIQUE NUMBER FOR THAT INDICATOR

** EACH TRAINEE REACHES APPROX. 50 FAMILIES AS PER IMPACT REPORT

GEOGRAPHICAL REACH

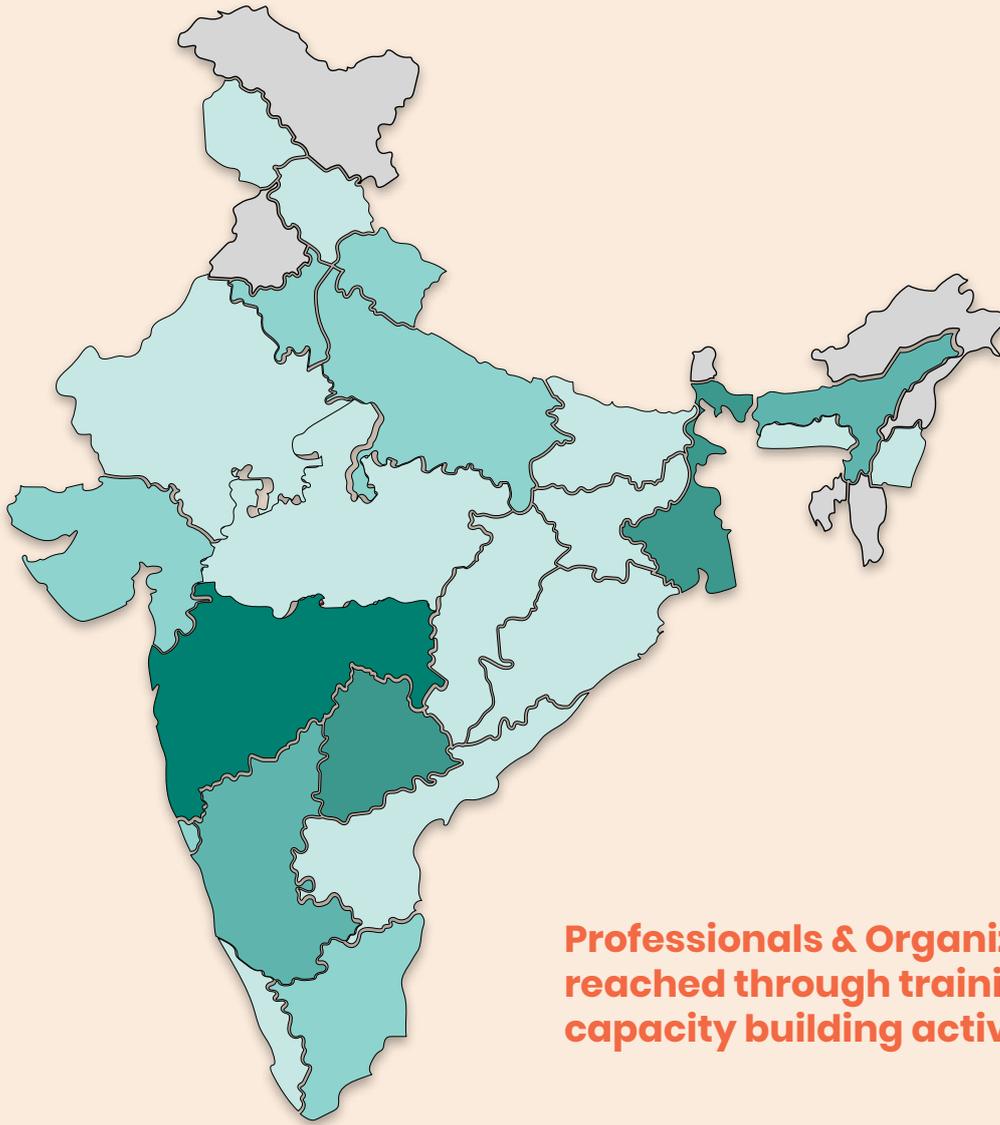


Children reached through direct clinical services

90% of children receiving services at Ummeed's clinic are from Mumbai



Families reached through trainings

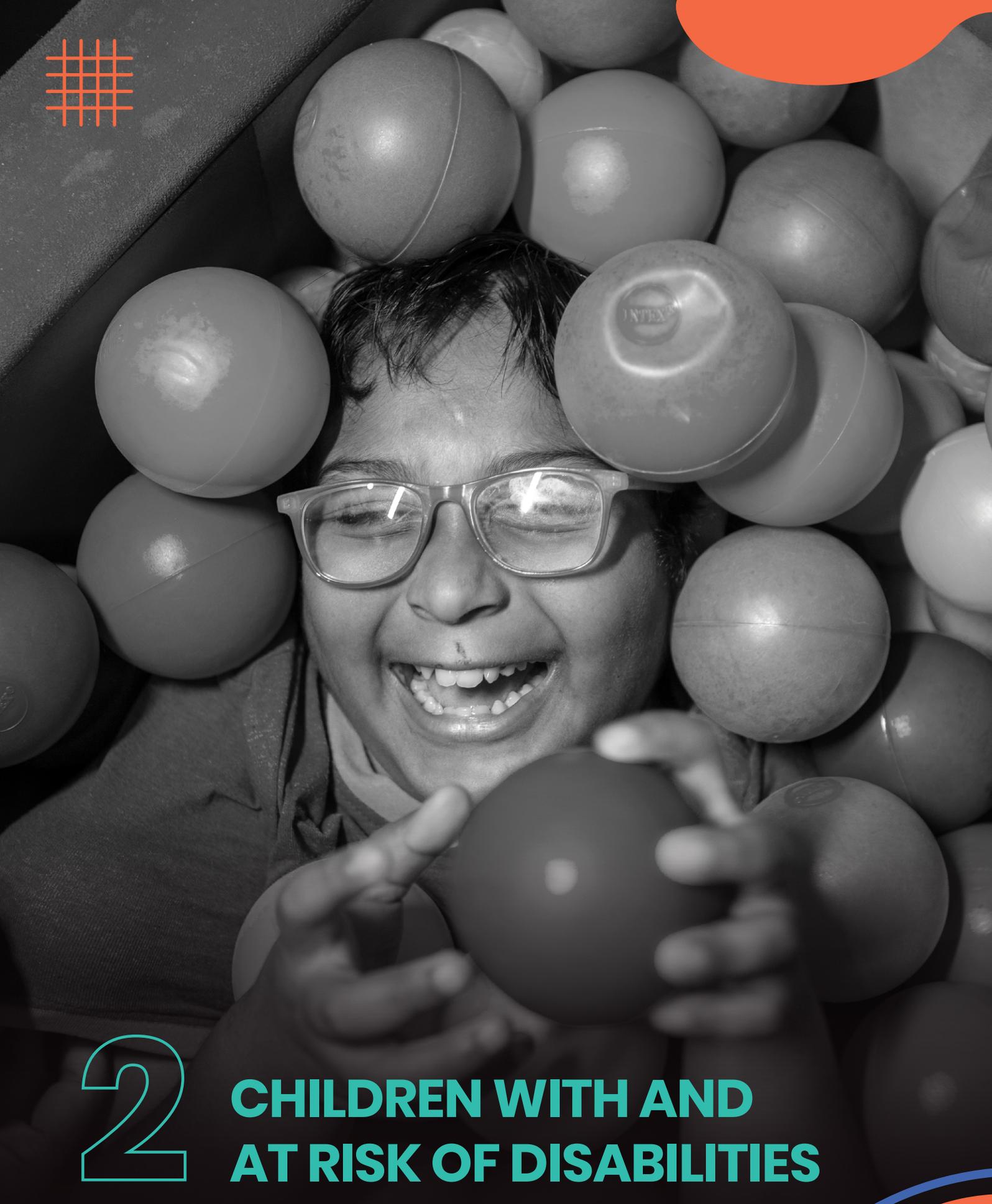


Professionals & Organizations reached through trainings and capacity building activities

One other important thing to note is that towards strengthening its role as influencer and ecosystem builder, Ummeed recognized the need to reorganize itself internally, build additional leadership, and revise staff remunerations – these actions were initiated in FY 2022-23. For its growing team, Ummeed also needed more workspace and thus additional space was rented.

Finally, Ummeed continued its commitment to diversity-equity-inclusion-belonging (DEI-B) through the self-nomination of a cohort of 25-30 staff members who received deep reflective training on these concepts and will now spearhead this movement within Ummeed.

The following sections of the Director's Report delve into details of how Ummeed has served its various stakeholders in FY 2022-23 – i.e., Children, Families, Professionals and Society



2

CHILDREN WITH AND AT RISK OF DISABILITIES



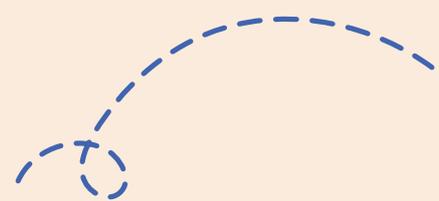
Disabled children form the core of Ummeed's work – the goals being early identification, early and appropriate intervention, participation in the home/school/community and a sense of agency.

Ummeed supports children with and at risk of disabilities directly through its clinical services and indirectly through its other verticals (training-capacity building, research, awareness-advocacy).

Ummeed's direct clinical services include diagnosis and therapy support by developmental pediatricians, occupational therapists, physical therapists, autism intervention specialists, counsellors, special educators, and social workers. Besides one-on-one sessions, Ummeed also offers group therapy, fun clubs and leisure opportunities to children, adolescents, and young adults.

Ummeed's Early Intervention Center (EIC) offers a pre-school like space for disabled children between 3-6 years helping them get school-ready. These are children who have not received admission in other pre-schools or have had very poor experiences with them, and the EIC thus fills a key gap in existing services.

Beyond this direct impact, Ummeed's clinic also hosts trainees, interns, observers and fellows – thus influencing pre-service professionals in technical knowledge and skills, as well as instilling in them values such as family-centered care and evidence-based culturally relevant approaches. The clinic thus serves as a center-of-excellence and model for what clinical services for children with and at risk of developmental disabilities should/can look like.



The graphic below summarizes the various activities, outputs and outcomes achieved by this central stakeholder group, i.e., children with and at risk of disabilities, across interventions.

+ ACTIVITIES

12,487 clinical sessions – diagnosis, assessment, therapy

47 Fun clubs/Apna Adda events – for fun, leisure, participation, sense-of-community

2 batches of the Early Intervention Center (EIC) – for early intervention, school-readiness

+ OUTPUTS

1474 unique children supported with diagnosis/assessment/therapy

90% sessions concessional and availed by children from mid to low-income families

34 children supported with assistive devices

21 children enrolled in the EIC

+ OUTCOMES

~80% of children receiving clinical services came from low/mid-income families;
~39% came from families whose income was below Rs. 15000/month

440 children supported with a diagnosis

62% of new children seen by a developmental pediatrician were below 6 years of age – an important metric for early identification

47% of new children receiving therapy were below 6 years of age – an important metric for early intervention

60% of children received multiple services at the clinic

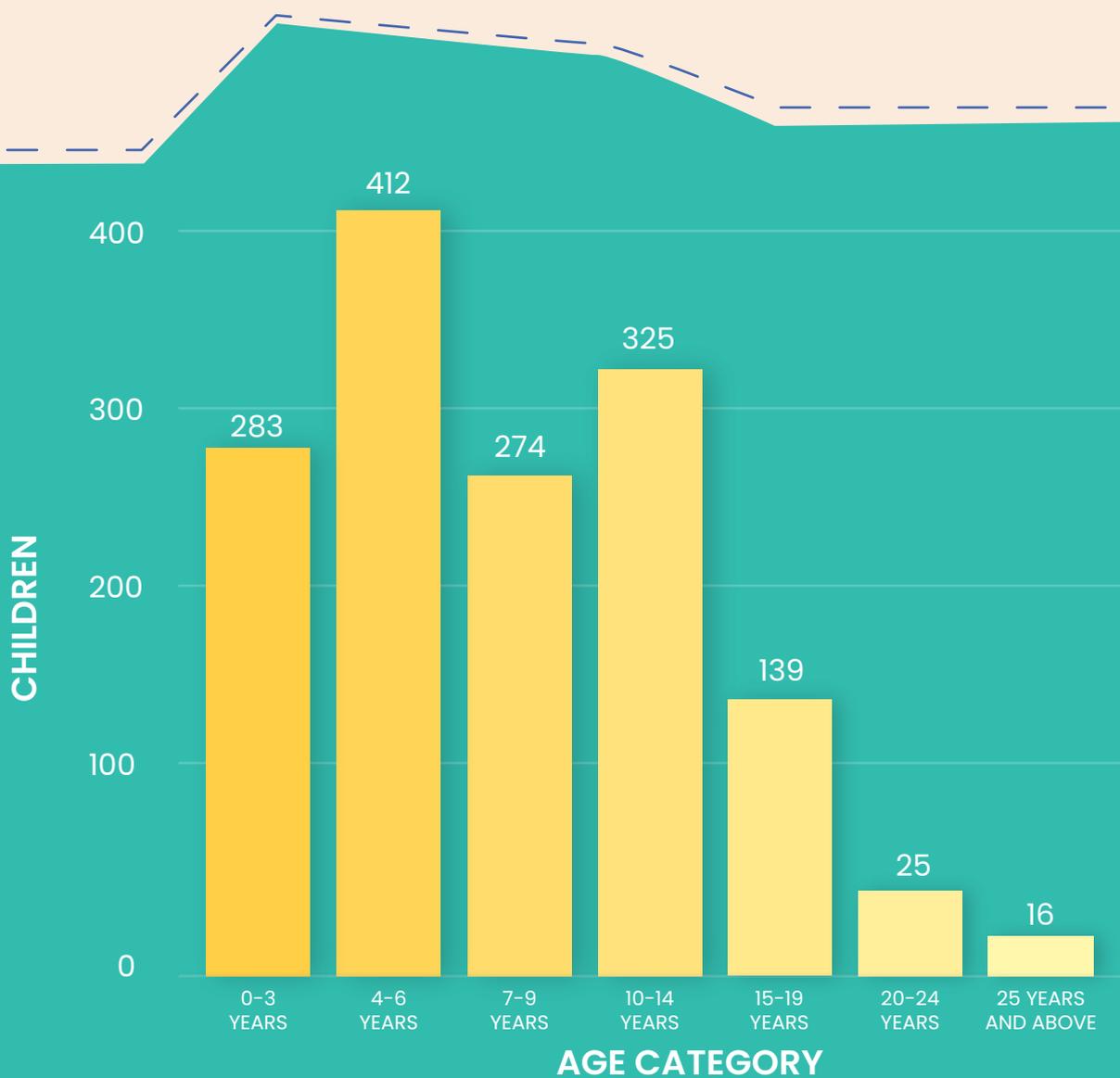
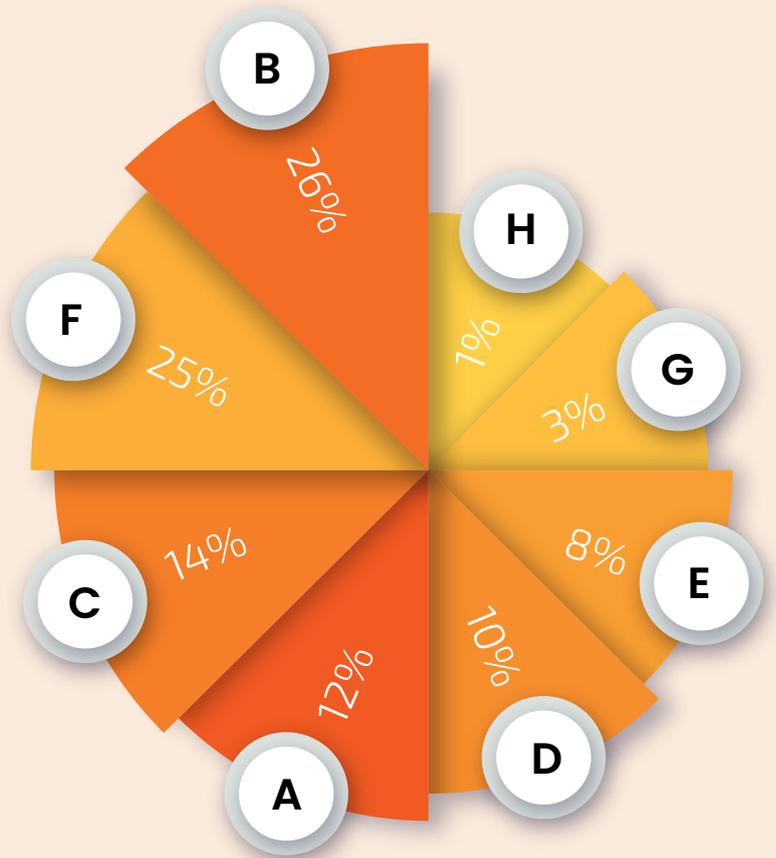
15 out of the **21 (71%)** children in the EIC received admission into schools

~90 interns/observers/fellows observed and learned from Ummeed's clinicians

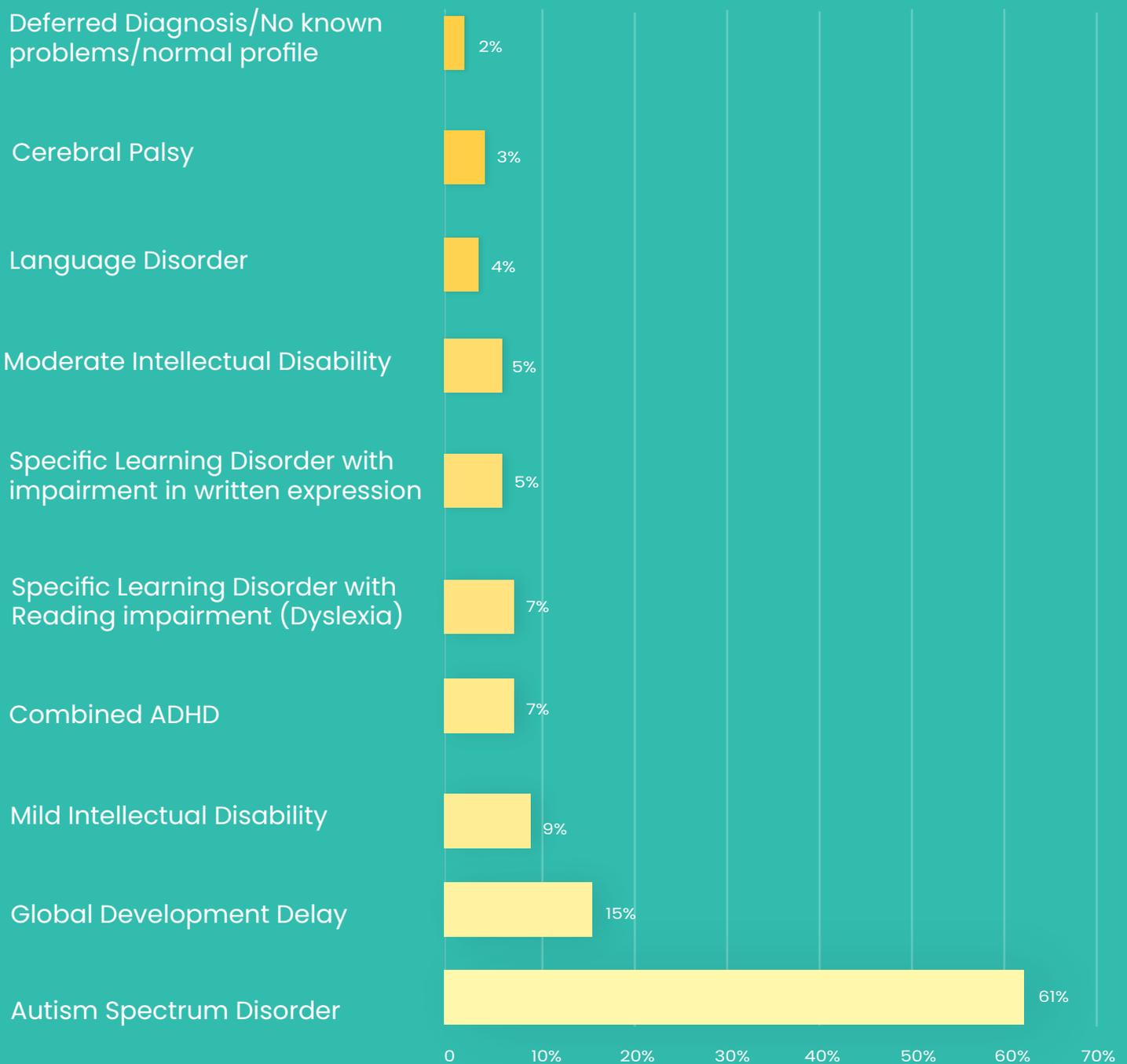
The graphs below offer some numerical data and frameworks for Ummeed's direct services to children.

INCOME CATEGORY

- A. Rs. 0-5000
- B. Rs. 5001-15000
- C. Rs. 15001-30000
- D. Rs. 30001-50000
- E. Rs. 50001-100000
- F. Above Rs.100000
- G. NGO
- H. Staff

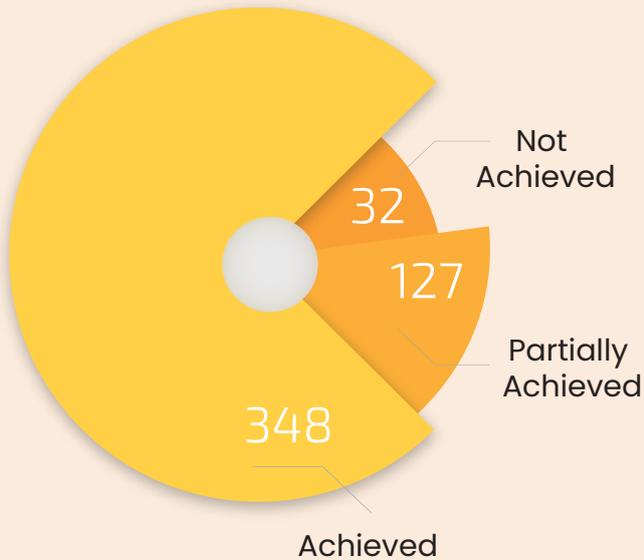


Diagnosis of Children seen at Ummeed's Clinic

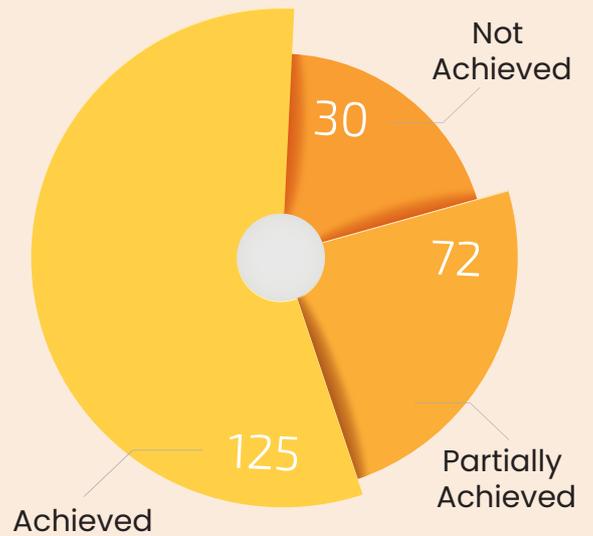


TEAM-WISE IFSP* GOALS ACHIEVED BY THE CHILDREN

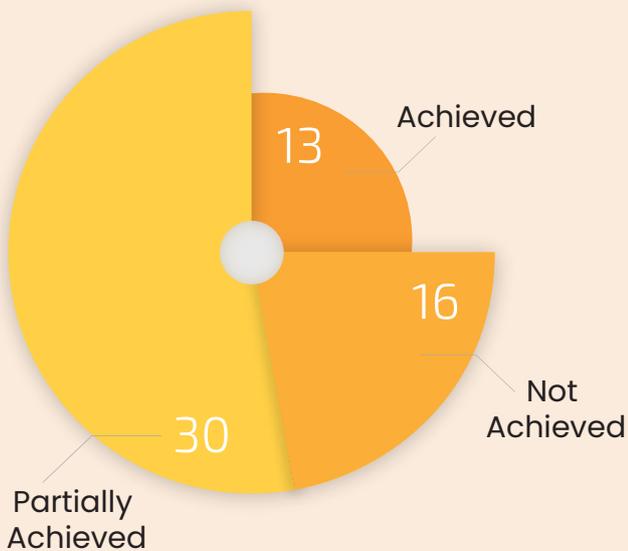
AUTISM THERAPY



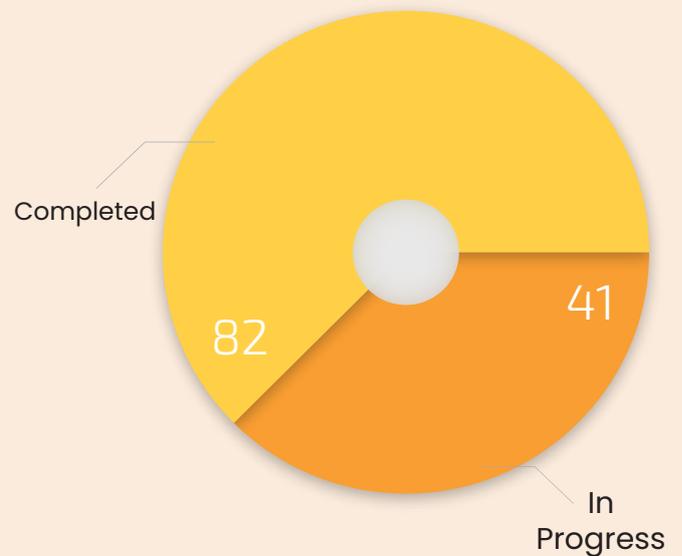
OCCUPATIONAL THERAPY & PHYSIOTHERAPY



SPEECH THERAPY



MENTAL HEALTH



IFSP* -- Individualized Family Service Plan

The stories shared here take us beyond numbers, reiterating and showing why Ummeed's work is so crucial to the experiences and outcomes of our children.



NISHANT'S STORY

Nishant (name changed), a 4-year-old child with bilateral hearing loss and a cochlear implant, came to Ummeed when his audiovisual therapy at another center did not give the desired results for speech and awareness of the surrounding environment.

At Ummeed, he was diagnosed with autism in addition to bilateral hearing loss and started receiving therapy for the same. The team identified Nishant's preferred play activities and used them to support him in expressing his needs and making choices. He can now independently select his preferred food or toy, express preferences using vowel sounds, and recognize specific signs associated with different items. Moreover, Nishant, who previously hesitated to play with his parents, now smiles and initiates play activities with his mother.

As therapy progressed, the focus expanded to include Nishant's interactions with peers at school, further enabling his social skills and participation. Thanks to the natural progression of his learned skills, his mother was able to develop a special sign language with Nishant.

It is not uncommon for children with bilateral hearing loss to also have autism. As a result, the autism diagnosis for children with cochlear implants is often delayed as there are overlapping developmental delays resulting from both conditions such as delayed speech, impaired listening and instruction processing, limited social and imitation skills, etc. Early identification, combined with early and appropriate intervention, plays a crucial role in achieving positive outcomes.





SHRAVANI'S STORY

Shravani, a 16-year-old self-advocate for autism, started receiving autism therapy at Ummeed at the age of 5. Despite starting to speak later than typically developing children, she gradually began expressing herself with a few words. Her parents and grandmother always actively participated in her therapy sessions, fostering a strong support system for her.

Her school environment has been nurturing, with teachers and friends who have embraced and encouraged her. She joyfully mentions that while she may speak fewer words, she takes great pride in her singing and dancing abilities. For the past four years, she has pursued Bharatnatyam and classical singing lessons. She also cherishes family

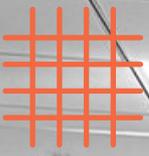
vacations as moments of pure happiness.

Her powerful words, "हमारे अंदर छुपा टैलेंट देखे, ना की हमारी डिसेबिलिटी" (Look at the talent hidden inside us, and not at our disability), serve as a poignant reminder for all of us to see individuals beyond their disabilities. Shravani firmly believes in the potential of all children, including children with disabilities, emphasizing that with a little support, every child can forge a path of progress in life.

Reflections from an Intern on the narrative approach to mental health support

"Narrative therapy approach has a powerful impact, as I personally witnessed. I saw a session where a child's anger was externalized as an outer force that came to the child. It was interesting to see how freely the child opened up to talk about it when it was externalized instead of it being treated as a negative innate quality. It was also fascinating to see the children in control of their sessions, and how the therapists would facilitate the sessions to adapt to the child."

– Anagha Vidyasagar, MSc Counseling Psychology, Christ University



3

FAMILIES & CAREGIVERS

Families are the mainstay of a child, their main caregivers and providers, and thus key to their developmental journey. In parallel, parents and caregivers of children with disabilities also go through their own journey of transition – from denial to acceptance to empowerment – which needs to be honoured and supported. Ummeed’s goal is to help families have knowledge, skills, and agency to support their child’s development, advocate for them in various spaces, and make time for themselves through all this.

Ummeed’s social work team plays a key role in supporting families with answers to their various queries, educating them about their rights and supporting them with the resources they need, within and outside Ummeed. Ummeed’s Mental Health team offers one-on-one therapy sessions as well as workshops for caregivers on how to support their own mental health. Ummeed’s other professionals also offer workshops such as “Let’s Get Started”, “Preparing for Puberty”, “Play Made Easy”, “Writing Made Easy” and others to offer caregivers knowledge and skills to support their child’s development.

In parallel, the Family Resource Center (FRC) team has been rolling out newsletters and information booklets, and hosting “Know Your Rights” workshops and family support groups. During the latter part of the year, the FRC team along with the Administration team began working on creating a dedicated physical space for families, as a space for knowledge, fun, friendships and leisure (launched in April 2023).

Ummeed has also gradually been expanding its network and partnerships with caregiver-run disability organizations, such as Nayi Disha in Hyderabad, Udaan in Jalgaon and Youngistan in Pune. This has included training support, mentoring and collaboration on common objectives. In parallel, Ummeed has nudged its professional partners to think about how they can create platforms for families’ voices.



The tables and graphs below offer some numerical data from the Family Outcomes Survey and knowledge scores from trainings for caregivers.

+ ACTIVITIES

3714 clinical sessions by the Social Work and Mental Health teams for families

51 trainings for caregivers (by FRC, Social Work team, and other professionals)

21 support groups for caregivers

Training/capacity building for caregiver-run organizations

+ OUTPUTS

1060 caregivers supported through clinical sessions (Social Work and Mental Health teams)

~1500 caregivers reached through training programs

~155 caregivers participated in Family Support Groups (including “Tea & Talk”)

3 Disability Information Booklets, **1** Factsheet on Autism, and newsletters such as *Hamari Ummeed and Fursat Mein* published

+ OUTCOMES

Data from **338** caregivers who completed the Family Outcomes Survey showed positive outcomes for families from Ummeed's clinical services (and some areas for improvement)

~20% of all Ummeed training programs, including those for professionals, had the voice of a parent/caregiver/young adult with disability - a metric for agency and empowerment

Workshops such as “Know Your Rights” now being offered by partners

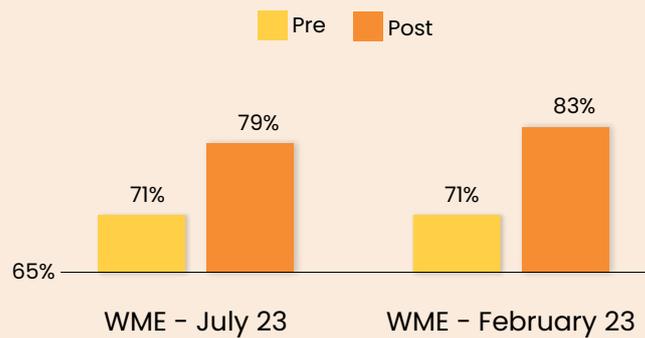
Stories of professionals pushing for family-centered care and setting up family support groups in geographies such as Hyderabad and Jalgaon

The tables and graphs below offer some numerical data from the Family Outcomes Survey and knowledge scores from trainings for caregivers.

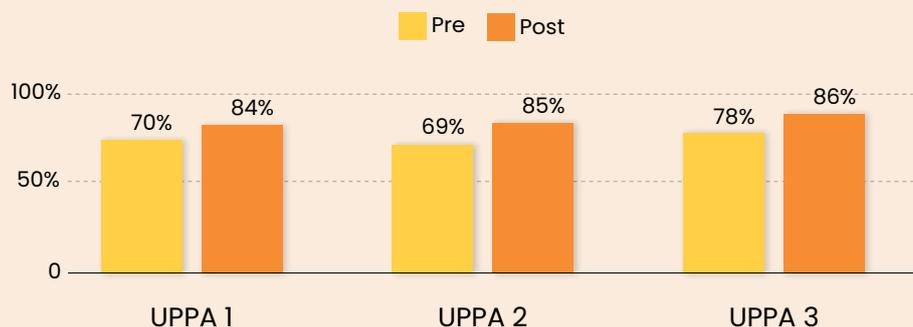
Family Outcomes Survey - Comparison of FY 21-22 & FY 22-23
 (For 62 caregivers who participated in both years)

Outcome	Description	Mean Score (on 7) (2021-22)	Mean Score (on 7) (2022-23)
1	Understanding your child’s strengths, abilities, and special needs	4.50	4.80
2	Knowing your rights and advocating for your child	2.87	3.32
3	Helping your child develop and learn	3.68	4.12
4	Having support systems	3.72	3.73
5	Accessing your community	3.47	3.99
6	The helpfulness of early intervention	4.77	5.04
	Overall Average	3.83	4.17

Writing Made Easy - Knowledge Change



UPPA - Knowledge Change



Through the stories below, we hope to lay context for why support to and empowerment of families is so critical, for their own journeys, as well as for enabling their children's developmental potential.

PRATHAM'S STORY

Ummeed's approach to participation has been a unique experience for six-year-old Pratham (name changed), who has autism, and for his parents. While his parents had concerns about his overall progress, including school performance, they recognized his strong connection to dance and stage performances and chose it as one of his therapy goals.

Pratham's sessions at Ummeed helped him regulate himself in high-sensory environments, like stage performances. His therapist and his parents were surprised to see that dance-related stimuli did not disrupt Pratham's sensory experiences as much as random noises like honking in traffic – this is because the former was meaningful to him.

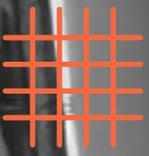
Ummeed's social work team supported Pratham's parents in advocating for his needs at school, which included gaining prior information about upcoming school events. This resulted in Pratham participating in a fancy-dress competition in school, for the first time. During the competition, the judges were requested to assess his enjoyment and confidence, shifting the focus from mere memorization to his overall participation and self-regulation abilities. In addition to the fancy dress competition, Pratham also had the opportunity to participate in a group dance performance, which further nurtured his love for dance.

“हमने कभी सोचा नहीं था की वह इतने शोर और आवाज़ में भी स्टेज पे परफॉर्म कर पायेगा, इतने लोगो के सामने। हमें पता है की प्रथम है तो बहुत टैलेंटेड, पर किसी और को पता नहीं है। उनको जब पता चलेगा, तो वह उसको जानना चाहेंगे, और उससे फ्रेंडशिप करेंगे।” (Witnessing our son perform on stage with lights and sound in front of a large audience was beyond our expectations. We know our son is talented and we believe that if people come to know about his talents, they will look beyond his struggles and show genuine interest in getting to know him and befriending him.)



“Let's Get Started has been one of the most beautiful things which happened... thanks to... Smita and the parent body at Ummeed (ref – Family Resource Center) I became a part of these... They are like a deja-vu of the times when we had just got the diagnosis and used to look for parents with firsthand experience around us for comfort... thus this gives me now a way to give back to the community in a small way... so as to keep the hope going on [in] the right direction and at the same time help parents feel more empowered and strong and not get swayed by unreasonable pressures around... At the same time, it's actually therapeutic for me as well. We were lucky to have been with Ummeed and then being on [the] right track... hopefully can help in whatever small way possible the parents who are new in this journey Look forward to them and many more things.”

– A Parent Advocate



4

PROFESSIONALS

The medical system (doctors and therapists) is critical in providing help and services to children with and at risk of developmental disabilities and their families when receiving a diagnosis (early identification) and therapies (early and appropriate intervention). Likewise, schools are an integral part of every child's life, and we believe that both mainstream and special school systems should have values, skills, practices and policies aligned to inclusion. Children from urban slums and rural communities may have access to neither of the above – their only resources might be community workers (e.g., through community-based organizations or the anganwadi system).

If Ummeed's vision is to be met, this entire group of professionals will need to be supported in understanding child development and childhood disability better. This includes recognizing and adopting values such as the biopsychosocial model of disability, family-centered care, and evidence-based culturally relevant practices, and then using these to support children in reaching their developmental potential and empowering families to speak up. Ummeed's training and capacity-building programs are an attempt to address these gaps in professional ecosystems through:

- Short-term trainings (such as sensitizations, skill-building workshops)
- Long-term trainings (6-months to a yearlong – such as Autism Intervention Training Program [AITP], Mental Health Training Program [MHTP], Community Mental Health Training Program [CMHTP], Child Development Aide [CDA], ECHO Autism, ECHO ADHD, ECHO Autism Intervention)
- Fellowships (IAP-approved Developmental Pediatrics Fellowship, Ummeed Inclusion Fellowship Program)
- Individual and organizational partnerships (such as with Sethu, Goa; Latika Roy Foundation, Dehradun; Action for Autism, New Delhi; Apni Shala, Mumbai and others)
- Ecosystem-level efforts (in geographies such as Hyderabad, Jalgaon, Guwahati+, Pune, Kashmir)
- University collaborations (Azim Premji University, Bengaluru; Tata Institute of Social Sciences, Mumbai; Manipal University, Manipal; DY Patil University, Navi Mumbai, others)
- Government engagements (through NIH-funded research project in Wardha, trainings for municipal teachers, partnerships with municipal schools and others)

Besides training and capacity building, Ummeed has also been publishing its evidence-based work in [academic journals](#) and on other portals, as well as presenting in local and international meets and events as a way to reach and influence professionals.

The graphic below summarizes Ummeed's various activities, outputs, and outcomes towards the various stakeholders in this group including doctors, therapists, teachers/school professionals and community workers.

+ ACTIVITIES

30 sensitization workshops, **26** skill-building workshops, **22** long-term trainings

Diploma programs, lectures, and interns in/from **~10** universities

Activities to support ecosystems in **5** geographies

Trainings for BMC schools and anganwadi workers

2 publications (IDR and Indian Pediatrics Case Reports) and international presentations (e.g., at Annual Comparative and International Education Society [CIES])

+ OUTPUTS

1067 professionals reached through sensitization workshops; **1106** through skill-building workshops; **424** through long-term trainings

~450 students reached through university collaborations

~12 partners supported with trainings, mentoring, leadership building and strategic support across **5** geographies

HINA workshops rolled out through Maharashtra and other IAPs for pediatricians

Learnings from ecosystem-level work published in [India Development Review \(IDR\)](#)

+ OUTCOMES

Professionals participating in Ummeed's training programs represented **22** states and **5** union territories - an important indicator of Ummeed's reach

Anecdotal feedback/reports from participants on how trainings have helped them identify children early and use family-centered strengths-based approaches in their care

Interventions have helped create skilled resources where there were few to none - e.g., presence of a trained CDA for early identification and intervention in AIET Kokhrajhar (Assam), set up of EIC (Early Intervention Center) at Udaan, Jalgaon (Maharashtra), activation of Autism Intervention Center in North Goa DEIC, Mapusa (Goa)

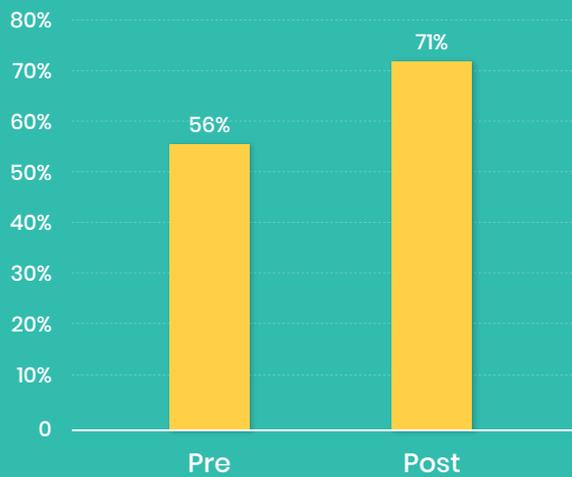
IDR article reach of **~89,000** people from **28** states

The graphs below offer a brief break-up of training participant type, as well as knowledge score and self-efficacy results from some of the trainings for professionals.

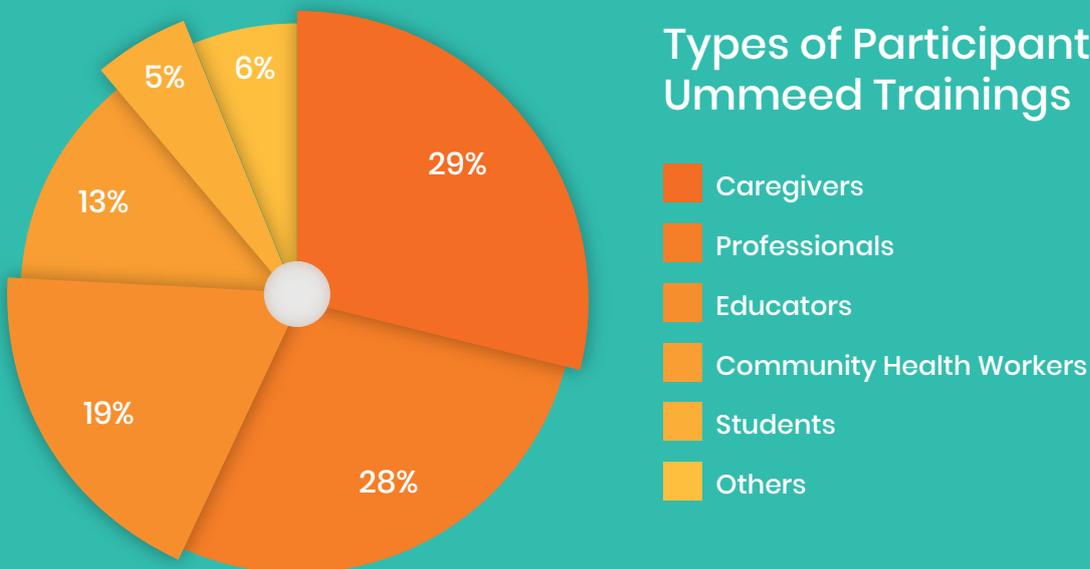
MHTP 10: Participation-wise Knowledge Scores



AITP Knowledge Scores



Types of Participants in Ummeed Trainings



The stories shared below are a testimony to the importance of the critical investment in pre-service and in-service professionals working with children with and at risk of disabilities and their families.



NORTH GOA DISTRICT HOSPITAL

Ummeed has previously trained two therapists from the government hospital in Goa in the Autism Intervention Training Program (AIP), and this played a pivotal role in establishing the Autism Intervention Center at the hospital in 2021, where services are provided free of cost.

Ummeed then offered the World Health Organization-Caregiver Skills Training (WHO-CST) to the North Goa District Hospital. This program, which adopts a train-the-trainer model, empowers non-specialist providers, such as community workers, nurses and teachers, to deliver parent training on how to support their child's communication, under the supervision of skilled trainers. The therapists completed the training, demonstrating fidelity and commenced their work with caregivers.

The collaboration reached a significant milestone with an inauguration ceremony at North Goa District Hospital in September, featuring Mr. Vishwajit Rane, the Health Minister of Goa. The minister's support and commitment were evident as he pledged additional resources, personnel and funds to further develop the WHO-CST program at the hospital.

SIMRAN'S STORY

Shishu Sarothi is Ummeed's partner organization in Guwahati, Assam.

Simran, a child with severe motor delays, and a resident of Guwahati, wished to participate in sports. With the help of Mrinalini Thakuria, a special educator from Shishu Sarothi, Simran was able to achieve this. Using the learnings from Ummeed's Child Development Aide (CDA) program, Mrinalini assessed the child's background, worked with the father, and coordinated with other stakeholders such as the school's head of department and sports teacher – to get Simran enrolled in a sports activity. Thanks to Mrinalini's intervention and efforts, Simran is now enrolled to play the game "boccia" – a target ball sport which can be played in a seated position, and therefore works for children using wheelchairs.





BHAOTINA'S STORY

Bhaotina, associated with Action for Inclusion and Empowerment Trust (AIET) in Kokrajhar, Assam, was already working for the rights of women with disabilities. However, after completing her Child Development Aide (CDA) training, she recognized the need to expand her work in the community to include children with disabilities and promote their meaningful participation.

Bhaotina is the only individual working with children in the nonprofit sector in Kokrajhar district and is dedicated to raising awareness about early childhood development in the communities she serves. She aims to empower caregivers with knowledge on child development, encouraging them to seek support when necessary.

Presenting Research Work at Conferences

The Ummeed Inclusion Fellowship Program (UIFP) aims to create Inclusion Champions who will bring about systemic changes in the mainstream education space in India. A research paper on the program's first-year experiences was presented at the annual Comparative and International Education Society (CIES) conference in February 2023. Titled "Opportunities and Dilemmas of being inclusion changemakers in India," the paper presentation explored the role of ongoing training and mentorship and the complexities involved in fostering inclusive practices. It also explored the dynamics and implications of the school-NGO partnerships on inclusive pedagogy in the Indian context. This research added to the knowledge base on inclusive education interventions in the global South and informs future efforts of understanding inclusion as a dynamic process in India.





REFLECTIONS FROM TRAINING PARTICIPANTS

“After completing the AITP, I realized that even with just one therapy session a week and 30 minutes of daily parent-child engagement, positive results can be achieved. This has allowed me to reach more families in need. I'm proud to share that four children under my care have successfully transitioned to mainstream schools this year, which is a significant achievement for me, the children, and their families.”

– Dr. Ekta Agarwal, Jamshedpur, Jharkhand, who attended AITP, ECHO ADHD, and ECHO Autism trainings

“I've come to understand the significance of truly listening to those we serve and approaching them with empathy instead of just viewing them as a problem. I've also gained skills in utilizing everyday household items for fun and educational activities with children. Through hands-on activities and reflections in the online break-out rooms, I learned how to connect with others.”

– Participant who attended Ummeed's Community Mental Health Training Program

“The Ummeed Inclusion Fellowship Program brought in a lot of new ideas to our school. The one that stays with me the most is their strength-based approach. Initially when we would talk about strength, what would come to our mind was academic skills or talents. We now know that strengths can be as simple as a child being resilient, being helpful, or being able to communicate their needs.”

– Pooja Arya, School Counsellor, Abhyudaya Nagar Mumbai Public School





Our Introduction हमारा परिचय



Ronit Nayak
Social Work Services,
Ummeed CDC



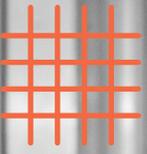
Imon Basu
Social Work Services,
Ummeed CDC



Manoj Parashar
Social Work Services,
Ummeed CDC

Background image shows a Zoom meeting grid with several participants.





5

INFLUENCING SOCIETY

While our goal is for children with and at risk of disabilities and their families to thrive, the reality is that this is quite hard in the larger ecosystem of society, where ignorance and stigma continue to be common and widespread, and it is a daily battle for children and families to access that which is rightfully theirs.

Thus, interventions cannot ignore the huge need to create awareness in wider society, if we want to create enabling environments for children with disabilities and their families. This is in line with recognizing disability as a biopsychosocial construct and taking a rights-based approach to it.

Ummeed's efforts towards creating awareness in FY 2022-23 have included:

- Campaigns around World Autism Awareness Day, World Mental Health Day, and International Day for Persons with Disabilities
- Launching a YouTube channel titled Developmental Disabilities India (DDI) dedicated to making knowledge and information about developmental disabilities accessible in two languages (English and Hindi) to families across India
- Newspaper ads and articles in the lay press
- Hosting, speaking at, and participating in conferences/meets/events

A key feature of the above efforts is carrying the voices of disability self-advocates (children, young adults, families), and partnerships with disability organizations such as Nayi Disha, Hyderabad and Much Much Media, Mumbai.



+ ACTIVITIES

Videos by self-advocates and caregivers on social media

Launch of Developmental Disabilities India YouTube channel with **22** bilingual videos

Events such as Fursat Mela and SELebrating Inclusion Summit (SIS) 2022

Participation in events such as ECD Conclave and Launch of Paalan 1000

3 publications in lay press

+ OUTPUTS

~2,40,000 people reached through social media, print media, visual media and awareness campaigns, with engagement rate of **4-8%**

~650 subscribers, **~1,50,000** unique views and **~5,00,000** cumulative views for DDI

420 participants in Selebrating Inclusion Summit (SIS) 2022

+ OUTCOMES

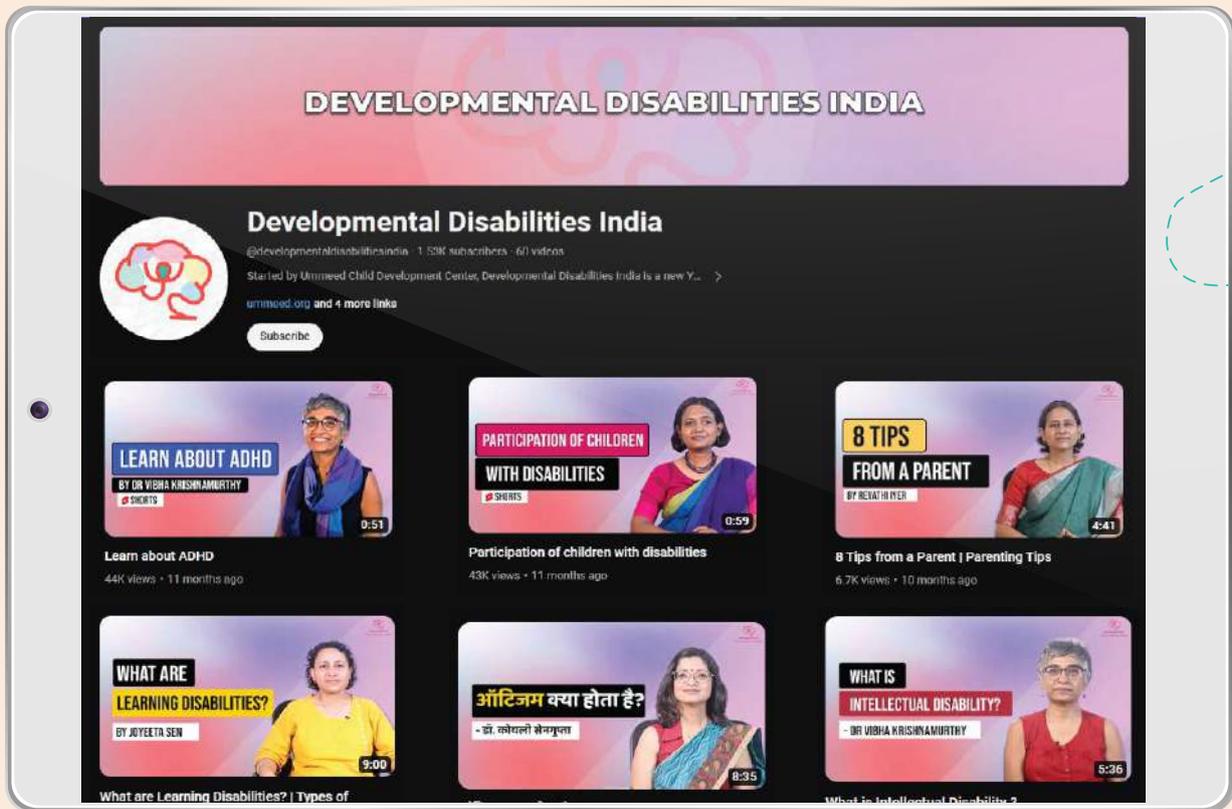
Partnership with disability organizations such as Much Much media which is led by persons with disabilities

Reach of DDI across **22** states with **>250** queries/comments



The pictures below serve to provide a visual of the various campaigns and awareness activities carried out in FY 22-23.

Developmental Disabilities India YouTube Homepage



DISABILITY PRIDE MONTH VIDEO



EVERY STORY COUNTS



WORLD DOWN SYNDROME DAY

UPDATE ON OPERATIONS

UMMEED PEOPLE UPDATES

To enable the consolidation of its role as an influencer and ecosystem-builder, Ummeed decided to reorganize itself internally, creating a new organizational structure, revising staff remunerations, renting additional space, and formally embarking on a journey of diversity-equity-inclusion-belonging (DEI-B).

While Ummeed's staff strength stayed at about 112 (employees, consultants, fellows) plus about 9 volunteers, employee levels were revisited to make space for the growth of new leaders. A mid-year salary correction was rolled out after doing market comparisons with other non-profits and for the lower levels with the private sector.

Ummeed continued its journey of Diversity-Equity-Inclusion-Belonging (DEI-B) which it had begun in the previous year. Towards this, Ummeed partnered with Apni Shala, Mumbai to conduct a one-day workshop called "Unpacking our Multicultural Selves" for all staff, with the goal of helping them identify and reflect on their different identities and how it influences their world view and experiences. This was then followed by a more intensive seven-month training for a smaller cohort of 25-30 team members (DEI-30) from different levels and departments, who will now spearhead the changes to systems, policies and processes needed to ensure that Ummeed's DEI-B efforts lead to a sense of "belonging" for all Ummeedians.

ADDITIONAL SPACE

With the increase in staff members over the last few years, the addition of new initiatives such as the Family Resource Center, and resumption of in-person work, a need for additional workspace was recognized. For this, a workspace of approximately 2300 sq. ft. was rented a short walking distance from the center at Mantri Pride, Lower Parel. This was refurbished keeping in mind program and staff needs (60 staff seats, one training room, one small meeting room and two small therapy rooms) and ensuring accessibility features. The space was opened for work in December 2022.

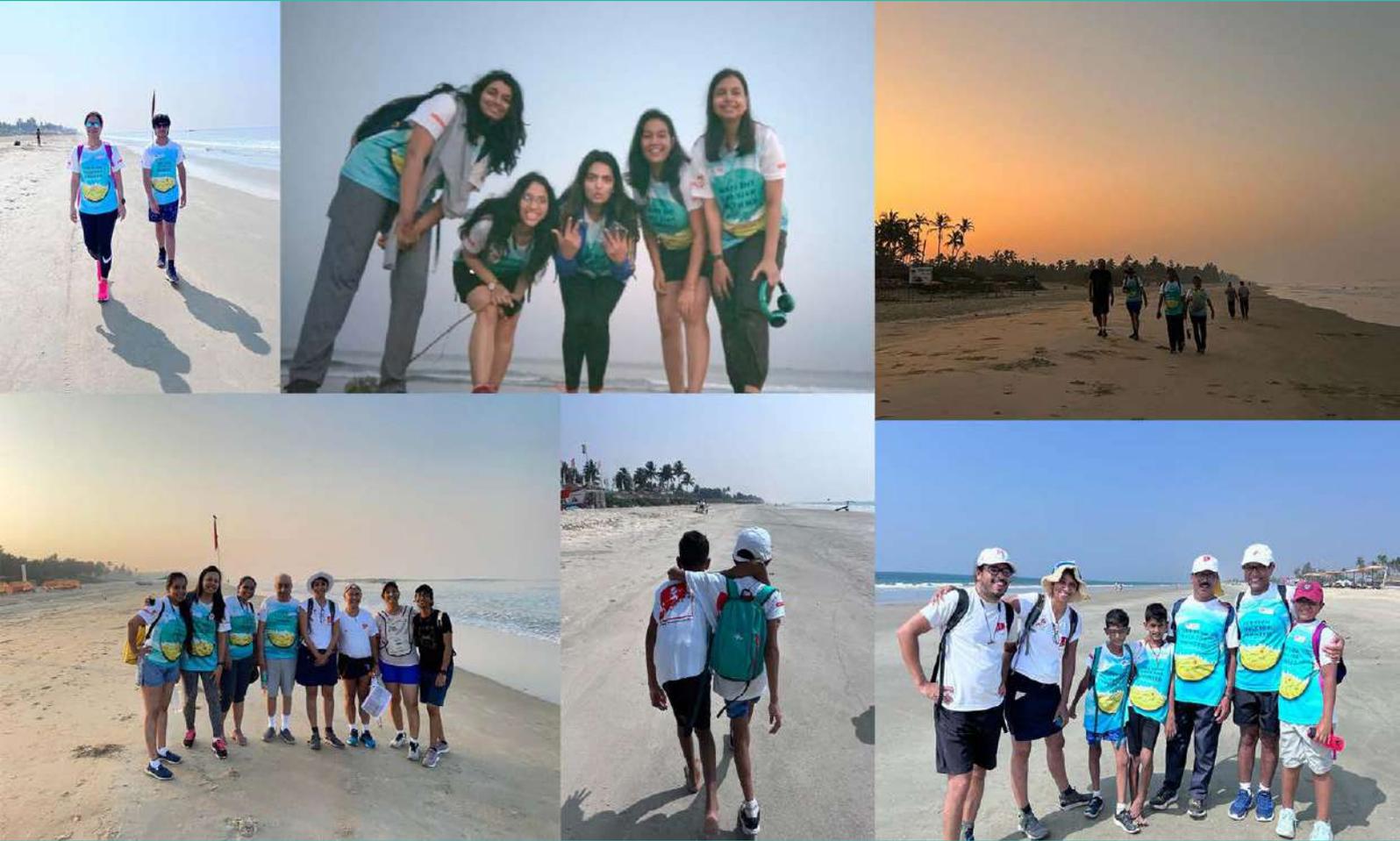


In parallel, the current space at Mantri Pride was also refurbished so that one staff room was entirely converted into the Family Resource Center space and part of the other staff room was converted into a small training room. Additionally waterproofing and repair work was also carried out at the same time.

TECHNOLOGY

The Monitoring and Evaluation (M&E) team has been working on a dashboard using the Microsoft PowerBI functionality to present information about all indicators on an ongoing basis in a dynamic format to program teams and the management. Currently the dashboard includes data based on clinic related activities. The PowerBI functionality will be made available to program teams in the next year to empower teams to use data for better decision making.

55 KM GOA WALK FOR UMMEED

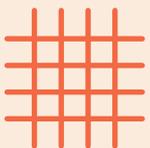


Ummeed hosted its flagship annual fundraising event, 55Kms Walk for UMMEED on 21st January 2023 on the beaches of South Goa. Over 75 enthusiastic participants cumulatively walked more than 2500 kms in this 13th edition of the Walk and helped raise funds for Ummeed, while at the same time creating awareness about its work. Nearly Rs. 1.50 crores were raised in FY 2022-23 because of this event.





DIRECTORS' REPORT



1. REVIEW OF FINANCIAL RESULTS :

Particulars	FY 2022-2023	FY 2021-2022
	(INR.)	(INR.)
Income		
FC Fees & Donations	2,61,26,237	2,92,25,932
Domestic Fees & Donations	11,69,03,563	8,77,17,320
Other Income	1,20,98,435	67,75,299
Total Income	15,51,28,235	12,37,18,551
Expenses		
Expenditure on the charitable objects of the foundation and administration	13,15,57,295	10,69,28,513
Depreciation	14,75,304	12,45,164
Total Expenses	13,30,32,599	10,81,73,677
Excess/(Short) of Income over Expenditure for the year	2,20,95,636	1,55,44,875

2. DONATIONS :

The total of fees & donations during the year aggregated to Rs.14,30,29,799/-. Out of the total donations, Rs.2,61,26,237(18%) were from "Foreign Sources" while the balance Rs. (82%) were from "Domestic Sources".

3. TRANSFER TO RESERVES IN TERMS OF SECTION 134(3)(J) OF THE COMPANIES ACT, 2013 :

The Company has not transferred any amount to Reserves for the financial year ended 31st March 2023.

4. CHANGES IN BOARD OF DIRECTORS OR KEY MANAGERIAL PERSONNEL :

During the year under review, there were no changes in the composition of the Board. Also, None of the Directors of the Company are disqualified from being appointed as Directors as specified in Section 164(2) of the Act read with Rule 14 of Companies (Appointment and Qualifications of Directors) Rules, 2014.

5. DETAILS OF MEETINGS OF THE BOARD :

During the year 4 Meetings of Board of Directors of the Company were convened and held on 24th June, 2022, 25th August 2022, 21st October 2022 and 30th January 2023 as per Section 173 of Companies Act, 2013 which is summarized below:

The intervening gap between any two successive Meetings was within the period prescribed under the Companies Act, 2013.

Sr. No	Date of Board Meeting	Venue and Time of Board Meeting	Name of Directors attended the meeting
1	Friday 24th June 2022	Held Virtually through video conferencing at 5.00 p.m.	1. Mr. Ashish Karamchandani, Chairman & C0-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Arun Jethmalani, Director
2	Thursday 25th August 2022	Held Virtually through video conferencing at 5.00 p.m.	1. Mr. Ashish Karamchandani, Chairman & C0-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Rajnish Dhall, Director
3	Friday, 21st October 2022	Held virtually through video conferencing at 4.30 pm	1. Mr. Rajnish Dhall, Director (elected as Chairman of the Meeting) 2. Ms. Merry Barua, Director
4	Monday, 30th January 2023	7, Shiv Shanti Bhuvan, 146 Maharshi Karve Road, Churchgate, Mumbai 400 020	1. Mr. Ashish Karamchandani, Chairman & C0-Founder 2. Mr. Ujwal Thakar, Director 3. Mr. Rajnish Dhall, Director 4. Ms. Merry Barua, Director 5. Mr. Arun Jethmalani, Director (joined virtually)

6. DEPOSITS :

Your Company has not accepted any deposits within the meaning of Section 73 of the Companies Act, 2013 and the Companies (Acceptance of Deposits) Rules, 2014.

7. PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS :

The Company has not given any loans and guarantee or provided any security in connection to a loan or made any investments as referred to under Section 186 of the Companies Act, 2013 during the financial year under review.

8. DECLARATION U/S 164(2) OF THE COMPANIES ACT, 2013 :

None of the Directors of the Company are disqualified from being appointed as Directors as specified in Section 164(2) of the Act read with Rule 14 of Companies (Appointment and Qualifications of Directors) Rules, 2014.

9. RELATED PARTY TRANSACTIONS:

During the financial year under review, the Company has entered into related party transactions as defined under Section 188(1) read with Section 2(76) of the Companies Act, 2013. The said transactions have been separately disclosed in Form AOC-2 which is attached herewith as "Annexure A" to this report.

10. SUBSIDIARY COMPANIES, JOINT VENTURE OR ASSOCIATE COMPANY:

The Company does not have any subsidiary, associate, or joint venture company.

11. AUDITOR'S, AUDITOR'S REPORT AND COMMENTS ON AUDITOR'S REPORT:

The statutory auditors, M/s SLM & Co. LLP, Chartered Accountants, having Firm Registration No.W-100030, are proposed to be re-appointed as statutory auditors at the ensuing 22nd Annual General Meeting to hold office till the conclusion of the 23rd Annual General Meeting of the Company.

The Auditors' Report does not contain any qualifications.

12. EXTRACT OF ANNUAL RETURN:

Pursuant to amendment section 92(3) and section 134(3)(a) of the Act read with Rule 12 of the Companies (Management and Administration) Rules, 2014, with effect from 28.08.2020, the extract of the Annual Return as on March 31, 2023 in Form MGT-9 is not required to be enclosed to this report.

13. THE WEB ADDRESS, IF ANY, WHERE ANNUAL RETURN REFERRED TO IN SUB-SECTION (3) OF SECTION 92 HAS BEEN PLACED:

Extract of Annual Report in Form MGT-9 for the financial year ended March 31, 2023, is available on the website of the Company i.e. www.ummeed.org.

14. DETAILS IN RESPECT OF FRAUDS REPORTED BY AUDITORS UNDER SUB-SECTION (12) OF SECTION 143 OTHER THAN THOSE WHICH ARE REPORTABLE TO THE CENTRAL GOVERNMENT:

During the year under review, there were no instances of fraud reported by the Auditors.

15. DISCLOSURE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013:

The Company is committed to provide a safe and conducive work environment to its employees. Your Directors state that during the year under review, there were Nil cases filed pursuant to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company has an "Internal Complaints Committee" to address any potential complaints within the timelines as required by the said Act and initiate appropriate actions.

16. CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO:

(a) The disclosure pursuant to Section 134 (3) (m) of the Companies Act, 2013, read with the Rule 8 of The Companies (Accounts) Rules, 2014 in terms of Conservation of Energy and Technology Absorption is not required to be given considering the nature of Company's business.

(b) Income from Foreign Sources: Rs.2,96,13,288 /-
Expenditure on income received from Foreign Sources: Rs.2,71,87,819/-

17. MATERIAL CHANGES AND COMMITMENT:

No material changes and commitments affecting the financial position of the Company have occurred between the end of the financial year to which these financial statements relate and the date of this report.

18. CORPORATE SOCIAL RESPONSIBILITY (CSR):

The company does not meet the criteria of Section 135 of Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 so there is no requirement to constitute Corporate Social Responsibility Committee and therefore annexure i.e. Format for the Annual Report on CSR activities to be included in Board's Report is not attached.

19. INTERNAL FINANCIAL CONTROLS:

Your Company has in place, adequate and effective internal financial controls with reference to financial statements, commensurate with the size, scale and complexity of its operations. During the year, such controls were tested and no reportable material weaknesses in the design or operation were observed.

20. RISK MANAGEMENT:

Periodic assessments to identify the risk areas are carried out and management is briefed on the risks in advance to enable the company to control risk through a properly defined plan. The risks are classified as financial risks, operational risks, and market risks. The risks are taken into account while preparing the annual business plan for the year. The Board is also periodically informed of the business risks and the actions taken to manage them.

21. SIGNIFICANT AND MATERIAL ADVERSE ORDERS OR RULINGS:

There were no significant and material adverse orders or rulings passed by the regulators or Courts or Tribunals impacting the going concern status and Foundation's operations in future.

22. DIRECTORS' RESPONSIBILITY STATEMENT:

As required under Section 134(3C) of the Companies Act, 2013, ("the Act") we hereby state:

- (i) That in the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures, if any;
- (ii) That the Directors have selected such accounting policies and applied them consistently and made judgements and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as of 31st March, 2023 and its surplus for the year ended on that date;
- (iii) That the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the company and for preventing and detecting fraud and other irregularities;
- (iv) That the Directors have prepared the annual accounts on a going concern basis.
- (v) That the directors have devised a proper system to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

23. ACKNOWLEDGEMENTS:

The Directors wish to place on record their appreciation for the co-operation and support extended by the various authorities, banks and vendors.

The Directors also acknowledge with gratitude the dedicated efforts and valuable contribution made by all the employees of the Company.

For and on behalf of Ummeed Child Development Center



Mr. Ashish Karamchandani
Director
DIN: 01894569



Mr. Ujwal Thakar
Director
DIN: 02333399

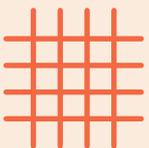
Date: 21st August 2023

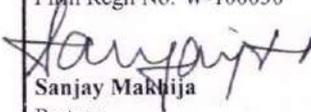
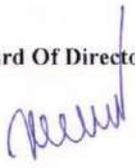
Place: Mumbai

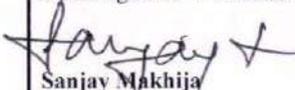
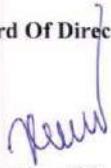




SUMMARY OF FINANCIALS



UMMEED CHILD DEVELOPMENT CENTER			
Balance Sheet as at 31st March 2023			
Particulars (All amounts in thousands, unless otherwise stated)	Notes	As at	
		March 31,2023	
		Rupees	
As at		March 31,2022	
		Rupees	
<u>EQUITY AND LIABILITIES</u>			
Shareholders' Funds			
Share capital	3	100.00	100.00
Reserves and surplus	4	1,65,748.00	1,46,410.16
Current liabilities			
Other current liabilities	5	13,032.96	41,017.94
Short Term Provisions	6	2,270.10	2,291.84
Trade payables	7	1,285.18	1,022.03
TOTAL		1,82,436.24	1,90,841.98
<u>ASSETS</u>			
Non-current assets			
Property Plant and Equipment and Intangible Assets			
Property Plant and Equipment	8	15,445.99	17,423.22
Long-term loans and advances	9	2,016.24	1,398.57
Other Non Current Assets	10	1,250.02	152.46
Investments	11	21,000.00	19,000.00
Current assets			
Short-term loans and advances	9	1,348.83	98.32
Cash and bank balances	12	1,32,800.84	1,47,193.22
Other Current assets	13	8,574.32	5,576.18
TOTAL		1,82,436.24	1,90,841.98
Auditor's Report			
Signed in terms of separate report of even date			
SLM & CO LLP			
Chartered Accountants			
Firm Regn No: W-100030			
			
Sanjay Makhiya		Ashish Karamchandani	
Partner		Director	
Membership No: 042150		DIN:01894569	
Date: 21 August 2023		Date: 21 August 2023	
			
		Ujwal Thakar	
		Director	
		DIN:02333399	
		Date: 21 August 2023	

UMMEED CHILD DEVELOPMENT CENTER			
Statement of Income & Expenditure for the year ended 31st March 2023			
Particulars (All amounts in thousands, unless otherwise stated)	Notes	Year Ended March 31,2023 Rupees	Year Ended March 31,2022 Rupees
INCOME			
Contributions and Grants	14	1,47,935.23	1,17,182.21
Other Income	15	7,193.01	6,536.34
TOTAL		1,55,128.24	1,23,718.55
EXPENSES			
Expense on activities	16	1,12,014.74	90,872.72
Administrative expenses	17	19,542.55	16,055.79
Depreciation and amortisation expense	8	1,475.30	1,245.16
TOTAL		1,33,032.60	1,08,173.68
Surplus Before Exceptional And Extraordinary Items		22,095.64	15,544.87
Exceptional items		-	-
Surplus Before Extraordinary Items		22,095.64	15,544.87
Extraordinary items		0.00	-
Net Surplus before Taxes		22,095.64	15,544.87
Less : Income Tax expenses			
Current Tax		-	-
Taxes of earlier years		-	-
Deferred Taxes		-	-
Surplus for the year from operations		22,095.64	15,544.87
See accompanying notes forming part of the Financial Statements 1 to 17			
Auditor's Report			
Signed in terms of separate report of even date.			
SLM & CO LLP			
Chartered Accountants			
Firm Regn No: W-100030			
 Sanjay Makhija Partner Membership No: 042150 Date: 21 August 2023			
For And On Behalf Of The Board Of Directors			
 Ashish Karamchandani Director DIN:01894569 Date: 21 August 2023		 Ujwal Thakar Director DIN:02333399 Date: 21 August 2023	



UMMEED BOARD

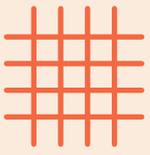
ASHISH KARAMCHANDANI
CHAIRMAN & CO-FOUNDER

MERRY BARUA
BOARD MEMBER

RAJNISH DHALL
BOARD MEMBER

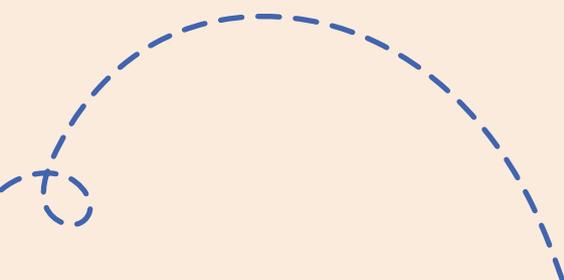
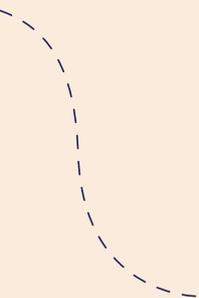
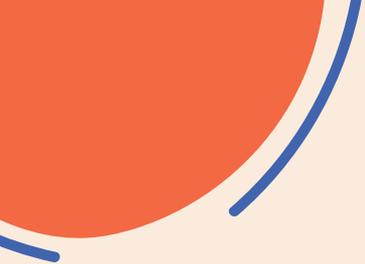
ARUN JETHMALANI
BOARD MEMBER

UJWAL THAKAR
BOARD MEMBER



OUR Ummeed Family







REGISTERED OFFICE / CLINIC

Ground Floor, Mantri Pride 1-B, 1/62, N.M. Joshi Marg, Subhash Nagar, Lower Parel, Mumbai 400 011

OFFICE

6th Floor, Astral Centre, N.M. Joshi Marg, Byculla West, Mumbai 400011

 022 6248 8100  www.ummeed.org  info@ummeed.org

 @CDC.Ummeed  @ummeedcdc

 @ummeedcdc

 @developmentaldisabilitiesindia

 @UmmeedChildDevelopmentCenter

