Position Paper

Manovikas Charitable Society
1997 to 2023

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Acronyms

AAIDD	American Association on Intellectual and Developmental Disabilities
ACE	Aryaman Center for Excellence
AICTE	All India Council for Technical Education
ASD	Autism Spectrum Disorder
AVIs	Accredited Vocational Institution
CBSE	Central Board of Secondary Education
CEP	Community Empowerment Programme
CESE	Certificate in Early Childhood Special Education Enabling Inclusion
CID	International Dance Council
CRE	Continuing Rehabilitation Education
DEPwD	Department of Empowerment of Persons with Disabilities (Divyangjan)
FCED	Foundation Course on the Education of Children with Disabilities
FCRA	Foreign Contributions Regulatory Act
FSP	Family Support Plan
ID	Intellectual Disability
IDD	Intellectual and Developmental Disability
IE	Inclusive Education
IFSP	Individual Family Support Plan
IGNOU	Indira Gandhi National Open University
IL	Independent Living
ISDP	Inclusive Skill Development Programme
LBIIHM	Lakshya Bhartee Institute of International Hotel Management

LLC	Local Level Committee
LLCs	legal guardianship appointed by Local Level Committees
MCS	Manovikas Charitable Society
MFN	Manovikas Family Network
MIHE	Manovikas Institute for Higher Education
MMC	Make my Choice
MOE	Ministry of Education
MSI	Manovikas School for Inclusion
MSJE	Ministry of Social Justice and Empowerment
NCT	National Capital Territory
NEP	National Education Policy
NIOS	National Institute of Open Schooling
NSMH	National Seminar on Mental Health
NVEQF	National Vocational Education Qualifications Framework
OBE	Open Basic Education
OPD	Out Patient Department
PAN	Permanent Account Number
PIDD	Persons with Intellectual and Developmental Disabilities
QoL	Quality of Life
RCI	Rehabilitation Council of India
RPD Act	Rights of Persons with Disabilities Act, 2016
RPL	Recognition of Prior Learning
RTE	Right of Children to Free and Compulsory Education

SAIED	Special Accredited Institution for Education of the Disadvantages
SKP	Skill Knowledge Partner Skill Knowledge Programme
SLD	Specific Learning Disabilities
SNAC	State Nodal Agency Center
TAN	Tax Deduction Account Number
UDL	Universal Design for Learning
UGC	University Grant Commission
UVP	Unique Value Proposition
VDMT	Vedic Dance and Music Therapy
VET	Vocational Education and Training
VSO	Voluntary Service Overseas
WIDD	Women with Intellectual and Developmental Disabilities

Introduction

Manovikas Charitable Society is an Indian organisation that promotes the advancement of people with intellectual and developmental disabilities. This position paper provides a bird's eye view of its work and activities, enabling these individuals to fulfil their academic potential, gain competitive employment and actively engage in community life with full inclusion in society.

We support our largest group by providing the necessary resources and programs for their success and development. We collaborate with many organisations across India and abroad to create awareness of intellectual disability to promote social inclusion and respect for all individuals.

Living with an Intellectual Disability can be exceptionally overwhelming, and it is hard to understand and accept the limitations this condition creates. Manovikas gives hope. Our dedicated professionals here provide the support one needs to understand the situation, discover the underlying causes, and learn how to manage one's needs best.

This document briefly explains Intellectual Disability (ID), the challenges of living with ID, parental and family resources, and available support. Manovikas is the best palace, and the website of Manovikas is content-rich.

We use our funds to provide services such as awareness of rights, self-advocacy, education, higher education opportunities, and care for those with intellectual and developmental disabilities.

New initiatives like Self-Advocacy movements and Mental Health Awareness at Manovikas contribute to our mission to make society more inclusive for those who need it most.

At Manbhavan, our primary goal is to foster self-esteem, healthy relationships and independent decision-making. Last year, we welcomed 28 Self-Advocates into our organisation, enabling them to speak up for themselves meaningfully. We also created easy-read guidelines on Reasonable Accommodation so that each person can use their voice to make a difference in the world around them.

In the last few years, Manovikas experienced that the need to find accessible, comprehensive services that bridge the gap between disability and mental health for social inclusion has never been more significant.

Further, Persons with intellectual and developmental disabilities (PIDD) often struggle to find social inclusion and access to resources that could help them improve their mental health. These populations are at a higher risk of experiencing worse mental health outcomes such as depression, anxiety, or even suicidal ideation due to the lack of accessible support and resources.

Manovikas Family started providing psychosocial well-being services that bridge the gap between disability and mental health, helping people with PIDD understand their mental health needs and the resources they need to achieve social inclusion. We have helped hundreds of individuals reclaim their autonomy and feel less isolated in their communities. We welcome individuals and family members to get in touch to start their journey towards improved mental health.

At Manovikas Charitable Society, we believe in the power of people. We support **those with Intellectual and Developmental Disabilities by advocating for their rights, creating inclusive societies, and providing education and care.**

Together, we can create a brighter future for those impacted by Intellectual and Developmental Disabilities.

Logo of Manovikas

The blue colour in Manovikas' logo stands for serenity, motivation and dependability.

The individual's journey denotes physical, psychological, social and spiritual expansion beneath the crescent moon. This celestial object symbolises the periodic and transformative quality of the universe and offers life-sustaining nourishment to our planet.

The emblem's green leaves signify optimism that positive transitions often follow hard times like a flower blooming.

'Om Tat Sat' from verse 17.23 of the Bhagavad Gita featured in the logo embodies Manovika's brand strategy.

We accept reality within ourselves as one Divine Form when we act rightly out of charity, live modestly and are liberated from worldly matters. The mantra "Sat" infers everlasting presence with immense goodness.

At Manovikas Family, we appreciate the existence of a unified superior being while practising thoughtfulness and aiming to provide a peaceful atmosphere where everyone can feel safe and contented.

Message from Managing Secretary

Dear Manovikas Family Members,

Welcome to Manovikas Charitable Society!

We are an organisation dedicated to helping people with Intellectual and Developmental Disabilities. We strive to create a safe space where everyone can celebrate their unique identity and support those with or without disabilities.

We have worked hard in the last 25 years to develop this platform. We welcome everyone to get involved and collaborate with us to achieve our goal of providing the best care for individuals, families, and communities so that everyone can stay safe and thrive. We invite you to read this position Paper, Data Highlights and details of our Projects. Your suggestions are welcome. Our goal is for everyone in the Manovikas Family to leave feeling more informed, empowered and inspired about their disability-related issues.

We hope you will take advantage of our resources at Manovikas Charitable Society. If you have any questions or want more information on how you can contribute, please contact us anytime.

Together, we can make a real difference in the lives of these extraordinary individuals!

Dr Alok Kumar “Bhuwan”
Managing Secretary

Definitions

1. **Reasonable accommodation** means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure that persons with disabilities enjoy or exercise rights equally with others.
2. **Inclusive education (IE)** means a system of education wherein students with and without disabilities learn together, and the design of teaching and learning is suitably adapted to meet the learning needs of different types of students with disabilities;
3. **Institution** means an institution for the reception, care, protection, education, training, rehabilitation and any other activities for persons with disabilities;
4. **Universal design** means designing products, environments, programmes and services to be usable by all people to the greatest extent possible, without the need for adaptation or specialised design. It shall apply to assistive devices, including advanced technologies for a particular group of persons with disabilities.

{RPD Act 2016}

Vision, Mission and Value

At Manovikas Charitable Society, we are like a family dedicated to supporting everyone. We are also known as the Manovikas Family. We prioritise acceptance, understanding and empowerment by encouraging diversity, inclusion and unity on an individual and collective level. We intend to be a beacon of light, hope and compassion that promotes positive change in the world.

VISION

At Manovikas Family, we understand the importance of celebrating one's unique identity and supporting those with or without disabilities. **Our vision is to celebrate the diverse beauty within us all.** We believe that disability is only one aspect of life and strive to create an atmosphere of understanding and acceptance. We are proud to be a haven for individuals from all walks of life, offering support and encouragement to reach their full potential. Join us at Manovikas Family for an experience like no other - where people unite in unity!

MISSION

To stand up for the rights of disabled people. Manovikas Family is the leading advocate for those with intellectual and developmental disabilities, protecting their human rights and working to ensure their full inclusion in India's political, economic, and social development. Join us in our mission to build a better society where everyone is respected and valued.

- Manovikas Family provides the support and resources you need to understand disability and promote societal equity.
- Through our advocacy for appropriate government policies, educational support, and encouragement, we help empower people to become more independent and productive members of society.
- With Manovikas Family, you can make a real difference in the lives of those affected by disability.

Join us in our mission today!

Stand with us in the fight against inequality and discrimination. Help us bridge the gap between the abled and disabled through donations, volunteering your time, giving feedback or recommending improvement. Together, we can create a better future for all!

Manovikas Family is friendly and passionate about their vision and mission, dedicated to giving back by supporting struggling people. Their approach to helping others highlights their commitment to the cause – making this a remarkable place! Donate https://manovikasfamily.org/mcs/ Contact 9911107772.

VALUE

Manovikas Family provides a supportive and inclusive environment to care for people with intellectual and developmental disabilities. Our core values focus on the rights of these individuals, ensuring that they are protected and respected. With our expertise and experience, we can make sure your loved ones are in safe hands. Our Core Values are-

Dignity: Show respect and dignity to people with IDD by treating them like any other member of society.

Autonomy: Respect their autonomy and right to make their own choices.

Independence: Offer available support that helps increase the independence of those with IDD while enabling them to become productive members of society.

Identity: Help preserve their unique identities by recognising their individuality and respecting their evolving capacities.

Opportunities: Break down barriers and provide equal opportunities for people with IDD to exercise their Rights without discrimination.

Participation: Live an entire and productive life in the community by participating in social, recreational and leisure activities.

Support: Receive appropriate support services customised to meet individual needs and goals.

Network: Develop social networks, expand interaction opportunities, and build self-confidence.

Inclusion: Experience acceptance through inclusion and respect for difference, creating an inclusive society where everyone is valued regardless of ability or disability.

Rights: Have access to the same rights and protections as all other citizens in matters such as housing, education, employment, health care, and other vital issues related to human development.

We are an ***inclusive and supportive environment*** that encourages members of all types of differences to come together and be celebrated.

Whether you have a physical, mental or social impairment;

your brain function and neurodiversity;

your sexuality, language or communication skills;

manners and culture;

social roles;

education and skills;

race or ethnicity;

spirituality or religion;

values or beliefs;

gender identity, expression, or age **– you will find a place here at Manovikas Family. We strive to create meaningful connections through our services so everyone feels comfortable, accepted and respected!**

Unique Value Proposition (UVP)

“Manovikas Family That Honours & Respect - Celebrate And Connect With Our Diverse Roots.”

“A Place for Understanding and Support for the Intellectual Disability Community.”

“Creating Equality & Equity Through Active Representation and Leadership Accountability in Manovikas”

“A Vibrant and Joyful Belonging: Each Member is a Part of the Manovikas Family.”

“Manovikas Family: Supporting Families With Attitudinal and Systemic Oppression"

“A Caring, Friendlier and Positive World for Persons with Disabilities - Manovikas Family.”

“Building Relationships and Empowering Individuals to Reach their Full Potential.”

“Empowering Families and Communities Through Positive Interactions - Human Connection Matters.”

“An Inclusive Family Supporting Individuals with Disabilities – Caring for Every Person.”

“Making a Difference through Support and Love - Supporting Families in Need Through Our Charitable Causes.”

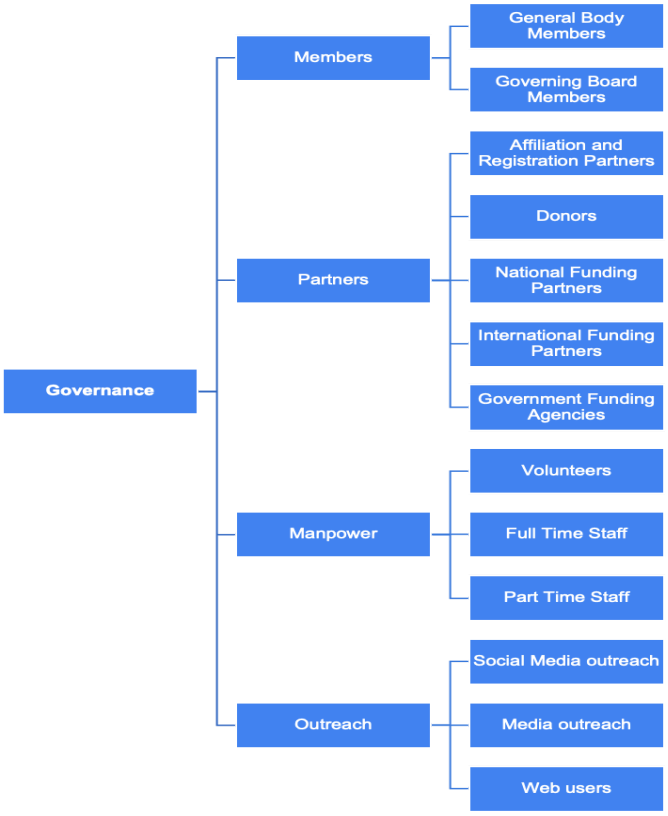
“A Caring Approach to Inclusive Education - Access, Equity, and Livelihood For Persons With Intellectual & Developmental Disabilities.”

“Representing Diverse and Marginalised Communities | Empowerment & Social Justice at its Core.”

Governance

Manovikas Charitable Society is an established platform for governance, maintaining the highest standards while complying with the principles of Voluntary Organisations. It strives to work alongside its partners to support the disadvantaged and promote positive social change.

Manovikas Charitable Society is committed to maintaining the highest governance standards and complying with the principles outlined in the government-approved Memorandum of Manovikas Charitable Society. With a functional General Body, Governing Board, Advisory Board, Academic Council, Members, Volunteers, and Senior Staff – Manovikas has built a solid foundation to ensure effective service delivery.



A Reflection on 25 Years of Governance of Manovikas Programme & Projects

Programme	Projects	Stakeholders```
Total Manpower		**825**
	Volunteers	245
	Full-Time Staff	260
	Part-Time Staff	320
Total Outreach		**1165000**
	Social Media Outreach	700000
	Media Outreach	15000
	Web users	450000
Total Stakeholders in Governance		**1166058**

General Body

The General Body comprises all participants in the Manovikas Charitable Society for

- We are examining matters tabled by the Governing Board, including the annual budget and audited statements of Accounts.
- They ascertain proposed issues, which a simple majority vote shall determine for acceptance or rejection.
- The General Body is responsible for electing Governing Body Members on appreciation received.
- A simple majority shall determine all issues before the General Body.

Benefits of Membership of General Body

- Participation in elections, holding office and shaping the Organisation's future.
- Access Early Registration Notice for conferences with reduced registration Fees.
- Attend the General Body Meeting of Members to get first-hand information about the latest happenings and activities of the organisation.
- Serve on Committees and Working Groups to contribute towards the active functioning of society while gaining valuable experience in group work & leadership.
- Receive a Membership Certificate & ID Card that you can use as proof of being an active member & contributor to this prestigious organisation.
- Get Fellowship / Mentoring opportunities from experienced members and gain invaluable knowledge about future trends in your field of interest or profession.

- Access an exclusive Magazine/Journal with the latest news, updates and insider information about the organisation's activities and trends in your area of interest or profession.

Governing Body

The Governing Body collects Members elected by the General Body to carry out their obligations and manage all daily operations.

In Manovikas Charitable Society, its Governing Body may consist of twenty-one (21) members distributed as follows:

- President,
- 2 Vice Presidents,
- Managing Secretary
- Maximum of 17 Governing Members.

The Governing Body will be responsible for executing the decisions taken by the General Body and for putting in place the upcoming plan for the organisation.

Do you want to learn more about their Powers and Duties?

Before Applying for Membership in the Governing Board, please read Manovikas Charitable Society's Rules and Regulations, available at https://manovikasfamily.org/mcs/.

Advisory Board

The mission of the Advisory Board is to offer advice to the Society and Governing Board. Strategies are formulated with meetings between Members of the Advisory Committee and Regulators.

The Board, including an external evaluation professional, assists in sustaining conventions and policies laid out in the assessment mandate.

To gain further on the role of Manovikas' Advisors. Please visit our website https://manovikasfamily.org/mcs/.

Academic Council

The Manovikas Academic Council assists in formulating academic curriculums for IDD students planning on continuing their education and in arranging suitable facilities with the necessary infrastructure. The Council has also developed techniques for developing appropriable course material, setting up Teaching Timetables, and facilitating practical education fees.

Furthermore, they are also working to create links with enterprises and potential employers. Please visit our website (—----------) for a list of members of the Manovikas Academic Council.

Secretariat

The team at Manovikas Charitable Society performs in four significant domains headed by Programme Managers for Administration, Education, Care, and Advocacy. The Managing Secretary and staff members take care of daily matters and operations.

Governing Board Members and the Secretariat are vital in advancing progress and development for Manovikas. In addition, they provide support for creating a positive reputation, building relationships with partners and stakeholders, and involvement in fund-raising activities.

Project Team

The Manovikas Charitable Society's personnel make sure the approved activities and operations are running smoothly daily. They must ultimately report to the Project Head and Managing Secretary, responsible for all of Manovikas activities.

The staff are divided into Administration, Technical, and Non-Technical groups.

The human resource policy documents and by laws outline all roles and responsibilities. Of the manpower / volunteers / staff etc.

Transparency

Manovikas Charitable Society is dedicated to making the world a better place with is therefore commitment to transparency. They have a Board, Managing Secretary and staff who oversee the day-to-day activities to ensure they align with the organisation's values. Manovikas also has a General Body that helps to build trust with partners and stakeholders and provides accountability within the organisation. They strive to create an environment of trust and respect so that everyone can contribute positively to their mission of creating a more equitable society.

Making sure that data is readily available to all individuals connected to Manovikas is an essential objective of ours. We strive for full disclosure of information, guarantying everyone access to whatever information they need.

Manovikas is now assuming a more significant role in global matters. Financial recording techniques and clarity on using reserves augment the widespread presence of Manovikas.

Policy and Guidelines

Manovikas Charitable Society (MCS) works diligently to attain its objectives by aligning several policies, regulations and formats to facilitate and execute its operations.

Its policy documents are:

(1) Sexual Harassment Policy
(2) Anti-Ragging Policy
(3) Student Interests Policy
(4) Photo Plan, Contractor Registration Regulation
(5) Accounting Rule
(6) Manovikas Institute for Higher Education Students Concordance Norm
(7) Libraries Regulation
(8) PCs Protocols
(9) Human Resources Policies etc.

Guidelines are in place to steer the Company undertakings of MCS, such as the Guide for Volunteers\Interns\Examiners\Bulletin staff\Award Beneficiaries\Ease Writing Instruction etc.

Various MCS forms enable customised operations with continuity and uniformity, like Programme Preparation Model, Discrete Household Welfare Plan Intention, Independent Education Precept, Group Teaching, Appraisal Layout, Application Discontinuance etc.

List of Policy Documents in MCS

1. Sexuality Harassment Policy
2. Anti-Ragging Policy
3. Student Welfare Policy
4. Photograph Policy
5. Vendor Registration Policy
6. Accounting Policy
7. MIHE Student Agreement Policy
8. Library Policy
9. Computer Policy

10. Leave Policy
11. Admission Policy
12. Residential Admission Policy
13. HR Policy
14. Induction Plan of staff
15. Out Pass Policy
16. Medical Policy
17. Security Policy
18. Sachetan Policy

Guidelines available at MCS

19. Volunteer Guideline
20. Internship Guideline
21. Examination Guideline
22. News Letter Guideline
23. Award Guideline
24. Easy Read Guideline

Formats Developed by MCS

25. Formats Developed by MCS
26. Event Planning Format
27. Individual Family Support Plan (IFSP)
28. Individual Education Plan
29. Group Teaching
30. Requisition Format
31. Admission Withdrawal
32. Conveyance Reimbursement
33. Case History
34. Assessment Format
35. Daily Teaching Plan
36. Application for Admission

Partnerships

The Manovikas Charitable Society (MCS) is a one-of-a-kind organisation that strives to provide various services, financial support and resources to disadvantaged families and communities. We are dedicated to making a positive impact on those around us through partnerships with different government bodies, corporate partners, event management partners and more. We also welcome the opportunity for any individual or group to join our mission of providing aid through our partnership opportunities. Our goal is not only to lend a hand to those in need but also to create a strong network of support that can continue long after involvement has ended. Prime institutional partners of Manovikas are:

- Home of Hope Inc. USA.
- The National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, MSJE, Govt. of India
- Indira Gandhi National Open University (IGNOU)
- Rehabilitation Council of India (RCI)
- National Institute of Open Schooling (NIOS)
- Building Kidz Schools, USA
- Shri Bashiram Virodevi Jain Charitable Society
- Hongkong and Shanghai Banking Corporation Limited (HSBC)
- National Handicapped Castes Finance & Development Corporation (NHFDC)

  Extensive list is on the website of Manovikas https://manovikasfamily.org/mcs/ .

Membership

Individuals who abide by the protocols and regulations of Manovikas Charitable Society intending to further its aims are taken up for consideration as members.

To become a part of the Society, all people (Indian or other nationalities) may apply for membership. However, the Governing Body's approval is essential, and its decisions will be final. People possessing the qualifications for admission will become one by making payment of the required fees as standardised by Society.

The categories of memberships are:

- Honorary Membership (People Of Distinction),
- Life Membership (Rs 10000/-),
- and Annual Membership (Rs 2000/-).

Should any member default in payment of subscriptions or partial payment, he/she will eventually be removed from the Registry.

Furthermore, expulsion can also happen if resignation is tendered in writing and when the member does not attend three consecutive General Body meetings without notice or prior intimation and /or along with non-payment of dues. Cancelled members might be reconsidered for new admission should they appeal to the General Body, whose decision will be irreversible.

Members who participate under any program set up by Governing Body are qualified for privileges like voting in meetings and scrutinising records after getting authorisation from the administration.

Benefits of Membership of the Manovikas Charitable Society:

1. Have your voice heard by voting and holding office in the Manovikas Charitable Society.
2. Get reduced conference registration fees and early notice of new events.
3. Get to Participate in General Body meetings, and serve on Standing and Ad Hoc Committees.
4. Get a Membership Certificate and ID card, and a Member logo/ badge.
5. Take advantage of mentoring opportunities, volunteering roles and working group participation.
6. Access to resources that will develop your knowledge around future-thinking topics and a magazine/journal publication from the Manovikas Charitable Society.

Milestones

Manovikas Charitable Society (MCS) is a national-level organisation with a commitment to equity and excellence dedicated to developing, expanding, and improving inclusive higher education options for people with intellectual disabilities.

Our Mission 2020, “Think College” offers Higher Education options for people with intellectual disabilities, supports evidence-based and student-centred research and practice by generating and sharing knowledge, guiding institutional change, informing public policy, and engaging with students, professionals and families.

In our journey the Organization has achieved several milestones. These are:

Year	Milestones
1997	Manovikas was established out of the collaborative efforts of Rehabilitation Professionals and volunteers in a 20yrd basement floor, in East Delhi to give inclusive assistance for children with intellectual or developmental issues, to enable them to study in regular schools.
1998	Manovikas held a massive awareness campaign to draw attention to the capacities of children with intellectual disabilities. The Hon’ble Health Minister from the government of Delhi, Dr Ashok Kumar Walia, along with an MLA presented wheelchairs to kids with various disabilities.
1999	Manovikas was moved to two areas MIF Flat in Vivek Vihar-II, New Delhi, where customised instruction, with an individualised education programme, in three classes- Facility (Jr) 0-8 yrs, Facility (Sr.) 8-16 yrs, Utility 16 yrs were imparted along with Speech Therapy Program, and Vocational Training in Paper Carry Bag Making, Art and Craft, Beauty Culture, Tailoring, Office Assistant, Agarbatti making, and Candle Making.

Year	Milestones
1999	Manovikas Special School student Anuj, with an intellectual disability, was accepted into second grade in a regular school at Little Public School, Dilshad Garden, Delhi.
1999	A campaign for the Right to Education was launched, which included a plea to the Ministry of Education to allow disabled kids access to education in regular schools.
2000	Manovikas was formally recognised as a registered non-profit civil society organisation under to the Society Registration Act 1860 of Govt. of NCT of Delhi.
2000	USA-based organisation Home of Hope Inc. and another organisation found out about Manovikas, assisting it to unfold its aim for a further reachby, offering necessary educational programmes and vocational training opportunities for those with intellectual and developmental disabilities.
2001	Manovikas was elected to represent Country Paper of India in the International Exchange Programme in Japan, regarding vocational training and employment of persons with disabilities.
2001	The Rehabilitation Council of India provided the first grant of Rs. 45,000 to initiate Research and raise awareness about educational and instructional tools for those with intellectual disabilities. A guidebook full of Special Teaching Aids was later published.
2002	Manovikas launched a pilot programme incentivised by the National Trust and Rehabilitation Council of India gives Certificate in Caregiver Training.
2003	Manovikas was registered by the National Trust Act, as a voluntary organisation under the Ministry of Social Justice and Empowerment, Government of India.
2003	Based on a National Trust Grant of Rs 8,22,900, a pilot program for Respite Care and Long-term Residential Care was initiated by

Year	Milestones
	Manovikas. Subsequently, implemented this model in 120 locations across India with the help of the Government of India.
2004	Manovika's educational programs tailored to people affected by Autism Spectrum Disorder (ASD) were brought to the attention of the Hon'ble High Court, Delhi, which subsequently ordered a diagnostic measure for ASD should be established.
2006	Manovikas was registered under the Persons with Disabilities (Equal Opportunities Protection of Rights and Full Participation Act 1995) by the Department of Social Welfare from the Government of NCT of Delhi.
2007	Manovikas was registered as an Educational and Social organisation under the Foreign Contribution (Regulation) Act (FCRA) under the Ministry of Home Affairs.
2007	The Rehabilitation Council of India conferred approval to conduct the Foundation Course in Care Giving to Manovikas.
2008	Manovikas initiated a Mini Management Training and Entrepreneurship Development Program for individuals with intellectual and developmental disabilities. A training Lab titled 'Love Arts' was also established.
2009	Indira Gandhi National Open University (IGNOU) has chosen Manovikas as the perfect organisation to launch a Study Center featuring a Master's Degree, Bachelor, Diploma and Certificate Program for courses Masters in Social Work Counseling, Masters in Social Work, Diploma in Post Graduation in Counseling, Bachelors of Arts (General), Diploma in HIV and Family Education, Certificate in HIV and Family Education etc.
2009	In India, for the first time, a Certificate Course Care Giving was launched with the sanction of the Rehabilitation Council of India (RCI) at Manovikas.
2009	Manovikas partnered with Prachin Kala Kendra to provide Classical

Year	Milestones
	Dance and Music Courses for Persons with Intellectual Developmental Disabilities.
2009	Manovikas's campaign of 1999 to push for the Right to Education for disabled children achieved its aim when, in 2009, the Right of Children to Free and Compulsory Education (RTE) Act was enacted.
2010	The Indira Gandhi National Open University created Manovikas as a Special Study Centre to offer a Certificate in Early Childhood Special Education Enabling Inclusion (CESE) and a Foundation Course on the Education of Children with Disabilities (FCED).
2010	The Manovika’s proposal was accepted by the Indira Gandhi National Open University (IGNOU) to launch a Community College that provides Certificate/Diploma and Associate Degree Programmes debuting in India. This initiative, consists of Diploma Courses in Entrepreneurship Development Training, Office Assistance Training, Hospitality Management Training and Art and Craft training designed for individuals with intellectual and developmental disabilities.
2010	The National Institute of Open Schooling accredited Manovikas for providing essential and secondary learning to its intellectually and developmentally disabled learners and collaborating to bestow the certificates.
2010	Voluntary Service Overseas (VSO) India partnered with Manovikas to aid the initiatives of DFID, currently regarded as the Foreign, Commonwealth & Development Office (FCDO), under the IPAP Project.
2010	Voluntary Service Overseas (VSO) agreed to associate Linda Collis, an UK citizen , as its Fundraising Associate at Manovikas. Under her leadership, the first strategic plan was implemented to comprehend the entity's capacities, better and assets and Manovikas could take advantage and build upon promising opportunities.

Year	Milestones
2010	The Manovikas Charitable Society has embraced 'Love Arts' by providing a new entrepreneurship development initiative to those with developmental disabilities. It is supported by Hans Foundation in India.
2011	The proposal of Manovikas was augmented with the Recognition of Prior Learning (RPL) to the National Vocational Education Qualifications Framework (NVEQF) to provide more viable employment prospects and alternate methods for skill training and higher education, mainly catered for persons with disabilities.
2011	The NIOS recognised Manovikas as a Study Center for Open Basic Education. It has initiated Alternative Learning and Certification. Manovikas Special School rebranded itself as *Manovikas School for Inclusion*, launching study programs in the 3rd, 5th, and 8th grades tailored to scholars with disabilities.
2011	The National Institute of Open Schooling (NIOS) granted Application Form for Grant of Accreditation. Allowing Manovikas- LoveArts Training Lab to offer courses on Elderly Care, Early childhood Care and Education, a Certificate in Yoga, Hindustani Music, and a diploma in Modern Secretarial Practices.
2012	Launched in India, Make My Choice (MMC) as a groundbreaking programme hosted by Manovikas that encourages individuals with intellectual and developmental disabilities to exercise their choice to achieve their ambitions and mould their future. Combining musical performance, storytelling, fellowship, vocational planning and self-representation, the MMC supports these hopefuls with the necessary skills to successfully take control of their lives. Grounded in Person-Centered Planning, Make My Choice workshops allows persons with developmental impairments to authorise their service plans actively. It tracks out those who can read and interpret the language or use sign language (to execute the outlining activities independently support).
2013	The first Convocation ceremony, organised by Manovikas, eventually granted successful alumni their Diploma. Profile

Year	Milestones
2013	With official permission of the Rehabilitation Council of India (RCI), Manovikas established a Diploma Program in Education Special Education (Mental Retardation) (D.Ed.Spl.Ed(MR)).
2013	Manovikas School of Inclusion (MSI) has been approved by the National Institute of Open Schooling (NIOS) as a Special Accredited Institution for Education of the Disadvantage (SAIED). This approval entitles them to offer secondary level courses.
2013	For the first time, the Central Board of Secondary Education (CBSE) has chosen Manovikas as its Skill Knowledge Partner (SKP) for granting skill-based vocational courses to students with special needs and unique requirements attending CBSE Schools.
2013	In special education, inclusion terminates with High School. Despite the increase of inclusive higher education programs, over the last ten years, merely a few students with IDD have registered for collegeeducation. Therefore, Manvik started with Lakshya Bhartee Institute of International Hotel Management (LBIIHM) to equip individuals with intellectual disabilities with educational development, social maturity, and career progression.
2014	The National Trust under Ministry of Social Justice and Empowerment, Government of India, commended Managing Secretary of Manovikas with SPANDAN - Special Performance Award for the Best Professional.
2014	Employers such as Haldirams', Barista, Big Bazar and others initiated employment of intellectually and developmentally disabled individuals in their outlets. They now ask for more such people to join them for employment.
2014	The SKOCH ORDER of MERIT was presented to Manovikas in recognition of India's Best Governance Project.

Year	Milestones
2015	The Federation of Disabled Peoples Organisation presented Manovikas with the highly 'Best NGO Award'.
2015	Aryaman spent plenty of time with his IPad, learning more about the world and conversing through it, the Singh family and Dr Nilima Sabharwal established the Aaryaman Center for Excellence (ACE) as a homage to their beloved nephew Aryaman. Mrs Shanti Singh's donation to purchase the first computer to kickstart of this initiative. Furthermore, we thank Dr Umesh Sabharwal for his generous donations, which benefit thousands of shareholders.
2015	Manovikas Charitable Society, with the financial backing of the Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice, and Empowerment (MSJE) from the Government of India, organised an Awareness Programme centred around Inclusion and Disability via a Stage Show. This show, known as "ABILITY MATTERS", was held on March 28th 2015, and the attendees who had disabilities presented everyone with a different definition of being "DISABLE".
2015	Manovikas is pleased to extend the Governing Member role to Manuj, who has cerebral palsy but now has progressed from student to manager.
2016	Shri Rishi Butan, IT Administrator of Manovikas, was presented with the National Awards for the Empowerment of Persons with Disabilities at Vigyan Bhawan in New Delhi on 3rd December 2016 by the President of India. This award recognises Manovikas' exemplary employees with disabilities who have gone above and beyond their call of duty.
2016	The Prime Minister of India, Hon'ble Shri Narender Modi ji, during the Skill India program interacted with Rishi Buttan regarding Manovikas's initiatives. He greatly appreciated the attempt made by people with disabilities for their development and intellectual advancement.
2016	Manovikas initiated an appeal in 2013, to secure a 1% reservation regarding educational opportunities, employment prospects and other

Year	Milestones
	benefits specifically for those diagnosed with intellectual and developmental delays. This was ultimately solidified into law as Chapter VI in the Right to Persons with Disability Act 2016.
2016	Sh Vijay Sampla, Hon'ble Minister of State, Ministry of Social Justice & Empowerment, presented Dr Alok Kumar Bhuwan with the Kalyanam Karoti State Award for his outstanding contribution to the Disability Sector.
2016	The Alaknanda Lions Club in New Delhi bestowed the prestigious 2016 Chiranji Lal Dhanuka Service Award to Dr Alok Kumar "Bhuwan" along with one lakh rupee prize.
2016	The Quality of Life Programme (QoL) 'Saath-Saath' was launched in the neighbourhood slum areas of East Delhi as a day centre for providing comprehensive care to adolescents and adults with significant severe and profound disabilities and high support needs. The goal is to give PIDD a protected, energising, and explorative atmosphere so that they can progress and build their self-esteem while building connections with others.
2017	Historically, the All India Council for Technical Education (AICTE) has conferred the Skill Knowledge Provider status to Manovikas. Moreover, the Prime Minister of India's office has taken it upon itself to waive the security deposit of Rs 5 lakhs for obtaining AICTE's approval .
2017	Manovikas' Think College project is a pioneering endeavour to provide equitable and excellent higher education for individuals with Intellectual and Developmental Disabilities (PIDD). This innovative initiative utilises student-focused research to uncover new knowledge, enhance public policy, and introduce students, families, and professionals to the idea. The project is supported by Dr Umesh Shabarwal, USA.
2018	The Rehabilitation Council of India (RCI) has approved Manovikas to run the Advanced Certificate Course in Inclusive Education (Cross Disability).

Year	Milestones
2018	Mr Harish Vij, Kitchen Assistant of Manovikas, was honoured with the National Award for Empowerment of People with Disabilities in 2018. On December 3rd, he received this award at Vigyan Bhawan, New Delhi, given by the Vice President of India. This is Manovikas second National Award.
2018	The origin of Vedic Dance and Music Therapy (VDMT) is based on the findings derived from Manovikas, which included healing, therapeutic techniques and laws about music and dance. This culminated in a paper presented at the International Dance Council (CID) of UNESCO, it explores how music and dance can be utilised as therapeutic tools to restore body and soul.
2019	Manovikas accomplished all the mandated specifications and regulations in reference to the Rights of Persons with Disabilities Act 2016, Rules 2018 NCT of the Government of Delhi. The Department of Social Welfare has given its Registration Certificate.
2019	The International Dance Council of UNESCO welcomed Manovikas as a new Member.
2019	The International Dance Council has invited Manovikas to the General Assembly at UNESCO Headquarters in Paris to present their Vedic Music and Dance Therapy Programme.
2019	The Brand Name of Manovikas Charitable Society, its logo, and the Think College Logo have been officially mastered under the Copyright Act by the Department of Industrial Policy & Promotion, Ministry of Commerce & Industry, Govt. of India.
2019	Manovikas was selected to take up the position of Member of the Local Level Committee (LLC) (as per Section 14(1) of the National Trust Act), which stipulates that a parent or relative of an individual with a disability can make an application to the Local Committee and give the name of a person they would like appointed to function as Guardian for such people.

Year	Milestones
2019	HSBC Skills for Life is the initial CSR Allocation of Rs48,61,600 granted by HSBC and Swades Foundation, targeted at assisting those with intellectual and developmental disabilities to develop their skills.
2019	SMILE (Special Minds in Loving Environment) is an inspiring project launched by the Home of Hope International Youth Chapter, USA, at Manovikas. This program encourages children with special needs, engage in online entertaining zoom meetings that feature a range of activities such as singing, music, telling jokes, learning new skills and more. Bringing in so much hope and happiness to these unique individuals.
2019	Headed by Dr Nimesh G Desai, President of Manovikas, a National Seminar on Mental Health (NSMH) was kick-started. The initial seminar dealt with "Mental Health" and Social Inclusion for individuals with Intellectual and Developmental Disabilities at Institute of Human Behaviour and Allied Sciences (IHBAS), Delhi.
2020	Sachin, a student of Manovikas, was the recipient of the 3rd National Award for Empowerment of Persons with Disabilities, 2020, in the Best Employee with Disabilities category. Presenting the award was India's President himself! Sachin holds an Office Assistant post at Dalmia Bharat Group.
2020	In response to COVID-19, Mashavara Live Consultation was launched to assist persons with intellectual and developmental disabilities and their families. Our answers to this community's most commonly asked questions offered helpful ideas for coping during those uncertain times. Our specialists, additionally, were available to discuss matters involved in special education, skill development, therapies, etc.
2020	The Manbhavan Friendship Circle was intiated during the COVID-19 pandemic to support persons with special needs and dealing with loneliness. It provided an avenue for learning valuable skills in a fun way, while assisting individuals in strengthening self-confidence and adopting a better lifestyle. By providing playful education, the mission of

Year	Milestones
	Manbhavan is to create an all-embracing atmosphere that genuinely values each person regardless of whatever problems they may be facing.
2020	Manovikas eGyanshala is crafted with Universal Design of Learning (UDL) and NEP 2020, 5+3+3+4 education structure modules, making it available to preschool and college-level students for an enjoyable eLearning experience!
2021	The National Trust, Ministry of Social Justice & Empowerment appointed Manovikas as the State Nodal Agency Center (SNAC) for NCT of Delhi. To ensure optimum alignment with several State and Central Government Schemes dedicated to persons with disabilities, Manovikas collaborates and communicates with various governmental agencies. In addition, they operate as active providers of disabilities-related knowledge, manage the efficient implementation of practices, support research & growth and tackle other connected topics.
2021	The Indian Government, through the Ministry of Corporate Affairs and their Office of the Registrar of Companies, have granted Manovikas permission to carry out CSR activities.
2021	SHUCHITA (Skilling for Happiness, Unique Choice, Hope, Inclusion, Training & Abilities), an Inclusive Skills Development Programme tailored to support Women with Intellectual and Developmental Disabilities (Divyangjan) (WIDD), was launched as a Pilot Project aided by Home of Hope Inc., sponsored by Ravi and Ruci Oswal in loving remembrance of their daughter.
2021	The Manovikas Family offers an introduction to spirituality through specialised Programmes. The "Sachetan" programme daily offers prayer, meditation, and thoughts of the day. This method is used for therapeutic purposes. Additionally, spiritual awareness lessons help people, especially care givers, find a purposeful and fulfilling experience.
2022	The International Workshop on Creating Cognizant Approachable

Year	Milestones
	"Simplified Communication- Easy Read" for Self-Advocates with IDD was organized. The Rights of Persons with Disabilities Act 2016 (RPD ACT) seeks to promote and provide accessible universal instructional possibilities for those with IDD. An India-based Easy Read transformation system has been established at Manovikas.
2022	Self Advocacy Group of 28 Members, Manbhavan Mitr Mandali, is an uplifting group that equips persons with intellectual and developmental disabilities to learn valuable abilities, allowing them to make decisions which raise self-assurance and optimises good behaviour. The Self Advocacy Team of Manovikas was developed as part of this beautiful community that values inclusivity, recognising all individuals without prejudices about their limitations. They genuinely affirm self-advocacy and continue to foster an ambience that embraces everybody.

People Behind The Mission

Patrons

- Mrs Stuti Kacker, IAS Retd. (Patron in Chief)
- Dr Nilima Sabharwal, Founder, HOH Inc. USA
- Dr Umesh Sabharwal, Senior Physician, USA
- Mr Kishan Lal Arora, Businessman
- Capt. Arjun Rana, Indian Navy
- Ms Anupam Jindal, Philanthropist
- Mrs Vineeta Bhandari, Founder & CEO, Building Kidz Schools, USA

Advisory Board

Name & Designation	**Profession**
Mr M. M. Vidyarathi Chairperson	Former Deputy Commissioner Disability Delhi Govt.
Mrs Nirmal Bhandari Advisory Committee Member	Retired Officer DRDO, Former Vice President, MCS
Col. H.C. Vyas Advisory Committee Member	Retired Col.
Dr Rita Malhotra Advisory Committee Member	Sr. Psychologist Amar Jyoti
Mr S. K. Dua Advisory Committee Member	Sr. Social Worker Amar Jyoti
Dr Lalit Narayan Advisory Committee Member	Deputy Director Pt. Deendayal Upadhyay National Institute for Persons with Physical Disabilities (Divyangjan) Former Governing Member, MCS
Mr Vijay Bhatia Advisory Committee Member	Senior Orthopedic, Social Worker, Former Governing Member, MCS

Present Board of Governing Members

Sl	Name	Occupation	Designation	Date of Joining
1	Dr. Nimesh G Desai	Former Director IHBAS	President	18/02/2018
2	Dr. Kamal Kumar	Director LBIIHM	Vice- President	19-09-2015
3	Dr. Alka Ahuja	Homeopathic Consultant	Vice President	18/02/2018
4	Dr. Alok Kumar “Bhuwan”	Rehabilitation Specialist, Founder, Manovikas	Managing Secretary	16/02/2000
5	Mr. Kamal Nayan Vishwakarma	Special Educator, Tamana Special School	Treasurer	19-08-2010
6	Mr. Anand Maheshwari	Fellow Chartered Accountant	Governing Members	19-09-2015
7	Mr. Bayant Rai Nagpal	Businessman	Governing Members	19-08-2010
8	Mr. Harish Gupta	Businessman	Governing Members	19-08-2010
9	Mr. S.K .Tyagi	Advocate Supreme Court Of India	Governing Members	19-09-2015
10	Mrs. Namrata Amar	Special Educator	Governing Members	18/02/2018
11	Mrs.Nirmal Chhabra	Social Worker and Special Educator	Governing Members	18/02/2018
12	Ms. Soniya Saini	Consultant	Governing Members	18/02/2018
13	Mr. Manuj Jain	Student Supervisor Manovikas	Governing Members	19-09-2015

Founder Board of Governing Members

SL	Name	Occupation	Designation	Date of joining
1	Mr. Narendr Kr. Jain	Business	President	16/02/2000 to 20-08-2001
2	Mrs Nirmal Bhandari	Social Worker	Vice President	16/02/2000 to 19-09-2015
3	Dr Alok Kumar “Bhuwan”	Rehabilitation Professional	Managing Secretary	16/02/2000
4	Mr Lakahn Singh	Retired Scientist DRDO	Member	16/02/2000 to 19-08-2010
5	Mr G.L.Taneja	Banker	Member	16/02/2000 to 19-08-2010
6	Mr M.C Rustgi	Banker	Member	16/02/2000 to 19-09-2015
7	Mr Bikash Chander Choudhary	Charted Accountant	Member	16/02/2000 to 19-09-2015
8	Mr Vijay Bhatia	Orthotist	Member	16/02/2000 to 19-09-2015

Former Governing Board Members

Name	Occupation	Designation	From to
Mr Narendr Kr. Jain	Businessman	President	16-02-2000 to 20-08-2001
Mr Vikram Dutt	Rehabilitation Consultant	President	20-08-2001 to 19-09-2015
Mr Fazlure Rehman Qureshi	Businessman	President	19-09-0215 to 18-02-2018
Mr Fazlure Rehman Qureshi	Businessman	Vice President	16-04-2014 to 19-09-2015
Mr S L Jain	Principal	Vice President	20-08-2010 to 16-04-2014
Mrs Nirmal Bhandari	Social Worker	Vice President	16/02/2000 to 19-09-2015
Mr Sachin Vats	Director	Vice President	19-09-2015 to 18-02-2018
Mr Anil Vajpayee	MLA	Vice President	20-08-2010 to 16-04-2014
Late Mr Lakhan Singh	Scientist	Governing Member	16/02/2000 to 19-08-2010
Mr G L Taneja	Banker	Governing Member	16/02/2000 to 19-08-2010
Mr M.C. Rustagi	Banker	Governing Member	16/02/2000 to 19-09-2015
Mr B.C. Chaudhary	Charted	Governing	16/02/2000 to

	Accountant	Member	19-09-2015
Mr Vijay Bhatia	Orthotist	Governing Member	16/02/2000 to 19-09-2015
Col. (Retd.) H.C Vyac	Retired Col.	Governing Member	19-08-2010 to 19-09-2015
Mr Lalit Narayan	Govt. Officer	Governing Member	19-08-2010 to 19-09-2015
Dr. (Mrs.)Vijya Taing	Former Teacher Scindia School	Governing Member	19-08-2010 to 19-09-2015
Dr Pankaj Aggarwal	Professor	Governing Member	19-09-2015 to 18-02-2018
Mrs Vini Aggarwal	Founder Media House	Governing Member	19-09-2015 to 18-02-2018
Mrs Sujata Goenka	Special Educator	Governing Member	19-09-2015 to 18-02-2018

Legal Status

Manovikas Charitable Society is an ISO 9001:2008 certified civil society organisation that works with people with intellectual and developmental disabilities. We are registered under various Acts, such as the Rights of Persons with Disabilities Act, 2016, and other Government Bodies. Manovikas Charitable Society sets a high standard for organisations engaging with disability services.

Registrations

Categories	Government Acts	Registration number and date
Society Registration	Act XXI of 1860, Government of National Capital Territory (NCT) of Delhi	S-36719/2000 7 March 2000
Foreign Contributions	Foreign Contributions Regulatory Act (FCRA), Ministry of Home Affairs, Govt of India	231660824, 6 December 2021
NGO Darpan Unique ID	Voluntary Action Cell, NITI Aayog	DL/2017/0153137
Entities for undertaking CSR Activities	Govt. of India, Ministry of Corporate Affairs, Office of the Registrar of Companies	CSR00002610
Income Tax Exemptions	80G(5) of Income Tax Act 1961 12A of Income Tax Act 1961	AABTM0217GF20223 10 March 2022 AABTM0217GE20214, 28 May 2021
Income Tax Accounts	Permanent Account Number (PAN) Tax Deduction Account Number (TAN)	AABTM0217G DELM12793E
Providing a service for persons with disabilities	Rights of Persons with Disabilities Act, 2016, Department of Social Welfare, Govt. of NCT of Delhi	FN82/1228/RPwD-Regd/DSW /ADIII/18-19/14161 26 August 2019

Categories	Government Acts	Registration number and date
Registered voluntary organisation for persons with intellectual & developmental disabilities.	The National Trust Act for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities, Ministry of Social Justice and Empowerment, Govt. of India.	DMAN15510846474 13 January 2021
Establishment ID	Employee's Provident Fund Organisation, India	Estb ID: DSSHD27622923000 1 August 2022
Employees' State Insurance	E.S.I. Act, 1948 and Registration of Employees of the Factories and Establishments under Section 2(12) of the Act.	10001155430001399 7 September 2011
Registration Certificate of Establishment 'Love Arts'	Department of Labour, Govt. of NCT of Delhi.	2022103666 24 March 2022
The Brand Name of Manovikas Charitable Society, its logo, and the Think College Logo Registration	Copyright Act Department of Industrial Policy & Promotion, Ministry of Commerce & Industry. Govt. of India	4358211 dated 25/11/2019 4358212 dated 25/11/2019 4358213 dated 25/11/2019

Affiliations

Manovikas Charitable Society is a non-profit organisation that provides education, care and advocacy services to the underserved in India. It works with various government departments, universities, councils, schools and institutions to promote positive progress across multiple sectors.

Affiliations	**Associated organisation**	**Membership Detail**
IGNOU Special Study Center	Indira Gandhi National Open University (IGNOU)	29047D
Approved Center for Special Education and Rehabilitation Courses	Rehabilitation Council of India Act, Ministry of Social Justice & Empowerment, Government of India	DL021
Provide open primary, secondary and vocational education	National Institute of Open Schooling (NIOS), Ministry of Human Resource Development, Government of India	OBE 2704211 SAIED 450151 AVI 990263
Training Partner	Skill Council for Persons with Disabilities	Vo.1/2016-17
Institutional Member	International Dance Council UNESCO	28089
Art and culture course	Pracheen Kala Kendra, Chandigarh	NZ 1115
Skill Knowledge Provider	Central Board of Secondary Education (CBSE)	2013-2015
Skill Knowledge Provider under NSQF	All India Council for Technical Education	2017-2019
SIPDA (Skill Development Project)	Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social justice and Empowerment, Govt. of India	2018
Mental Health	World Federation Mental Health	2010

Focus Area of Services

Our Stakeholders

Manovikas Family **provide services for individuals and families affected by diverse cross-disability-related issues** across India. Our primary stakeholders are;

A. **Persons with disabilities** with significant Intellectual and Developmental Disabilities,
B. **Family and Community Members**, and
C. **Professionals & personnel.**

Definition of Persons with Disabilities

Manovikas follows the definition of Disability as defined in the RPD Act 2016: A person with a disability has a long-term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others.

A person with a benchmark disability means someone with not less than forty per cent. of a specified disability, where a specified disability has not been defined in measurable terms and includes a person with a disability where a specified disability has been described in measurable terms, as certified by the certifying authority.

High support means intensive support, physical, psychological and otherwise, which may be required by a person with a benchmark disability for daily activities to take an independent and informed decision to access facilities and participate in all areas of life, including education, employment, family and community life and treatment and therapy;

Specified disability: means the disabilities defined in the Schedule of the RPD Act 2016.

1. Physical disability.—

A. Locomotor disability

(a) Leprosy-cured person

(b) Cerebral palsy

(c) Dwarfism

(d) Muscular dystrophy

(e) Acid attack victims

B. Visual impairment—

(a) Blindness

(b) Low-vision

C. Hearing impairment—

(a) Deaf

(b) Hard of hearing

D. Speech and language disability

2. Intellectual disability

(a) Specific learning disabilities

(b) Autism spectrum disorder

3. Mental behaviour—"mental illness"

4. Disability caused due to—

A. Chronic neurological conditions, such as—

(a) Multiple sclerosis

(b) Parkinson's disease

B. Blood disorder—

(a) Haemophilia

(b) Thalassemia

(c) Sickle cell disease

5. Multiple Disabilities

6. Any other

Intellectual Disability (ID) is a condition characterised by significant limitations both in intellectual functioning (reasoning, learning, problem-solving) and in adaptive behaviour, which covers a range of everyday, social and practical skills, including—

(a) **Specific Learning Disabilities (SLD)** are a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia;

(b) **Autism spectrum disorder (ASD)** is a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others and is frequently associated with unusual or stereotypical rituals or behaviours.

{RPD Act 2016}

A. Intellectual and Developmental Disability (IDD)

Intellectual Disability (ID) Intellectual disability is a condition characterised by significant limitations in intellectual functioning and adaptive behaviour that originates before age 22.

Intellectual Functioning —intelligence—refers to general mental capacity, such as learning, reasoning, problem-solving, etc.

One way to measure intellectual functioning is an IQ test. Generally, an IQ test score of around 70 or as high as 75 indicates a significant limitation in intellectual functioning.

Adaptive Behavior is the collection of conceptual, social, and practical skills people learn and perform daily.

Conceptual skills—language and literacy; money, time, and number concepts; and self-direction.

Social skills—interpersonal skills, social responsibility, self-esteem, gullibility, naïveté (i.e., wariness), social problem solving, and the ability to follow the rules/obey laws and to avoid being victimised.

Practical skills—activities of daily living (personal care), occupational skills, healthcare, travel/transportation, schedules/routines, safety, use of money, use of the telephone.

Standardised tests can also determine limitations in adaptive behaviour.

> **Age of Onset** The condition originates during the developmental period, before the age of 22. Intellectual disability is one of several conditions known collectively as developmental disabilities.
>
> {AAIDD}

Developmental disabilities are defined as severe chronic disabilities that can be cognitive or physical, or both. The disabilities appear before age 22 and are likely to be lifelong.

Hence, If you come across a child who struggles to comprehend spoken or written language and suffers from dyslexia, dysgraphia, dyscalculia, dyspraxia, developmental aphasia, or any other learning disability?

We are here to help. We specialise in providing your children with the help they need. Our team of experts understand the unique challenges associated with these conditions and is dedicated to providing customised services to meet the individual needs of every student.

Living with a neurodevelopmental condition can be difficult. We at Manovikas specialise in communication and understanding relationships, offering strategies to help manage social situations and stereotypical rituals or behaviours.

With a tailored approach to your individual needs and goals, our team of professionals will provide guidance and support for a more comfortable life for persons with Autism Spectrum Disorder (ASD).

B. Family and Community Members

Manovikas Family is a organisation dedicated to helping those with intellectual and developmental disabilities (PIDD) and their parents and family members.

We provide essential care, assistance, guidance, and support for those in need by providing access to various resources such as physical therapy, occupational therapy, speech therapy, nutritional counselling, emotional counselling, respite care programs, recreational activities and much more.

We strive to ensure our stakeholders have the highest quality of life possible. In addition to direct services, our team works hard to build relationships within the community so we can raise awareness about the importance of caring for persons with disabilities. We aim to ensure each person we help can participate in their community regardless of ability level and receive quality medical care and accommodations.

C. Professionals & Personnel

(Educators, Teachers, Professors, Doctors, Social workers etc.): Manovikas Family is the premier destination for Continuing Rehabilitation Education, professional development, and understanding disability. We offer professionals such as special educators, social workers, therapists, and doctors the opportunity to learn and develop a deeper understanding of persons with intellectual and developmental disabilities (PIDD). We aim to promote reasonable accommodation through Universal Design for Learning (UDL) so that professionals working with PIDD can be more successful in their practice. We also provide relevant resources to support them better for addressing the needs of PIDD.

Funding Partners, Members and other stakeholders are described further in the document.

Members
General Body Members

Governing Board Members

Partners

Affiliation and Registration Partners

Donors

National Funding Partners

International Funding Partners

Government Funding Agencies

Manpower

Volunteers

Full Time Staff

Part Time Staff

Outreach

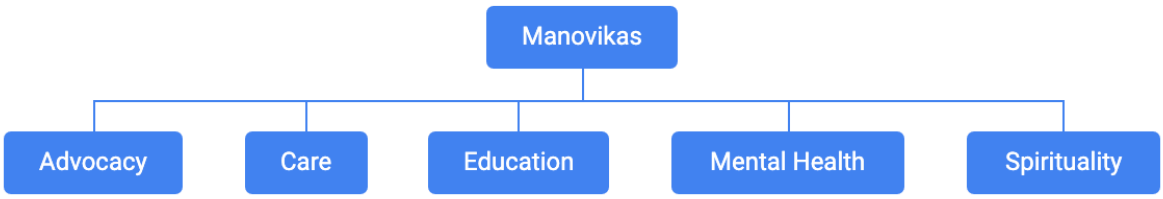
Social Media outreach

Media outreach

Web users

Important Services

Manovikas Charitable Society is committed to improving the quality of life of those with disabilities. We strive to provide accessible education, care, mental health support, spiritual development and advocacy for such individuals, striving to enable them to reach their potential and fully integrate into society.



Unique Value Proposition (UVP) of Services

Advocacy: Ignites Hope and Confidence in People with Intellectual and Developmental Disabilities with Manovikas Family's Comprehensive Advocacy Programs.

Care: To Experience a Safe and Supportive Living Environment for PIDD With Manovikas Family.

Education: For Empowering People with Disabilities to Reach their Full Potential Through Comprehensive Universal Design of Learning (UDL) Modules and Real-World Support.

Mental Health: For Engendering a Mentally Healthy Mindset - Education, Awareness, and Consultation for Kids & Adults with IDD.

Spirituality: To Unlock the Journey of Self-Awareness with ***'Sachetan's'*** Proven Spiritual Practices.

Coverage of Manovikas Programme and Project in 25 yrs.

Domain	Programme	Projects	Stakeholders
Advocacy	Manbhavan Mitra Mandali Network	Self Advocates	28
		Manbhavan Joyful Learning	38525
		SMILE	10588
		Policy Advocacy	20500
	Training, Education and Empowerment Department (TEED)	Continuing Education/Seminars/Training	2984
		Make my Choice Workshops	1500
		Mashavara, Live Consultations	784408
	Manovikas Family Network (MFN)	Easy Read Service	331
		Media, Publicity and Outreach, Newsletter	9898
	Community Empowerment Programme (CEP)	Equitable Access and Accommodation	980
		Person-Centered Planning (OPD Services)	1382
		Empowerment (Disability Certificate/Legal Guardianship /Niramaya etc.	436
		Rights and Protection under National Trust Activities (SNAC and LLC)	3512
Total Stakeholders in Advocacy			**875072**
Care	Respite and Residential Care	Manolaya Home	186
	Quality of Life Care	Saath-Saath Quality of Life Center	144

Domain	Programme	Projects	Stakeholders
Total Stakeholders in Care			**330**
School Education	Manovikas School for Inclusion (MSI)	Aarambh Child Care Centre (A3C)	267
		Alternative Education	120
		Open Basic Education (OBE)	237
		Secondary	60
		Senior Secondary Education	15
Higher Education	Manovikas Institute for Higher Education (MIHE)	IGNOU Special Study Center	9742
		Think College! Inclusive Higher Education Options	155
		Teachers Training Programme	280
		Manovikas eGyanshala	2280
		Skill Development (NSDC, HSBC, AICTE, SIPDA)	830
	Inclusive Skill Development Programme (ISDP)	NIOS -Vocational Education and Training (VET)	43
		Love Arts	245
		SHUCHITA	502
		Aryaman Center for Excellence (ACE) Lab	780
		MSI Students	188

Domain	Programme	Projects	Stakeholders
		Skill Programme	392
		Staff Empowerment	200
Total Stakeholders in Education			**16336**
Mental Health	Mental Health Service	Specialised Mental Health Services	112
		Counselling	609
	Mental Health Education	Education and Awareness	1120
Total Stakeholders in Mental Health			**1729**
Spirituality	Mindfulness	Sachetan	797
	Joyfullness	Celebrations	4000
Total Stakeholders in Spirituality			**4797**
Governance	Members	General Body Members	124
		Governing Board Members	13
	Partners	Affiliation and Registration Partners	22
		Donors	52
		National Funding Partners	10
		International Funding Partners	7
		Government Funding Agencies	5
	Manpower	Volunteers	145
		Full Time Staff	260
		Part Time Staff	320
	Outreach	Social Media outreach	700000
Governance		Media outreach	15000

Domain	Programme	Projects	Stakeholders
Governance		Web users	450000
Total Stakeholders in Governance			1166058
Total Stakeholders in all Domain, Programme and Projects			2064334

As one of the leading providers of comprehensive services to persons with disabilities, Manovikas Family brings together over **two million stakeholders** across 25 years.

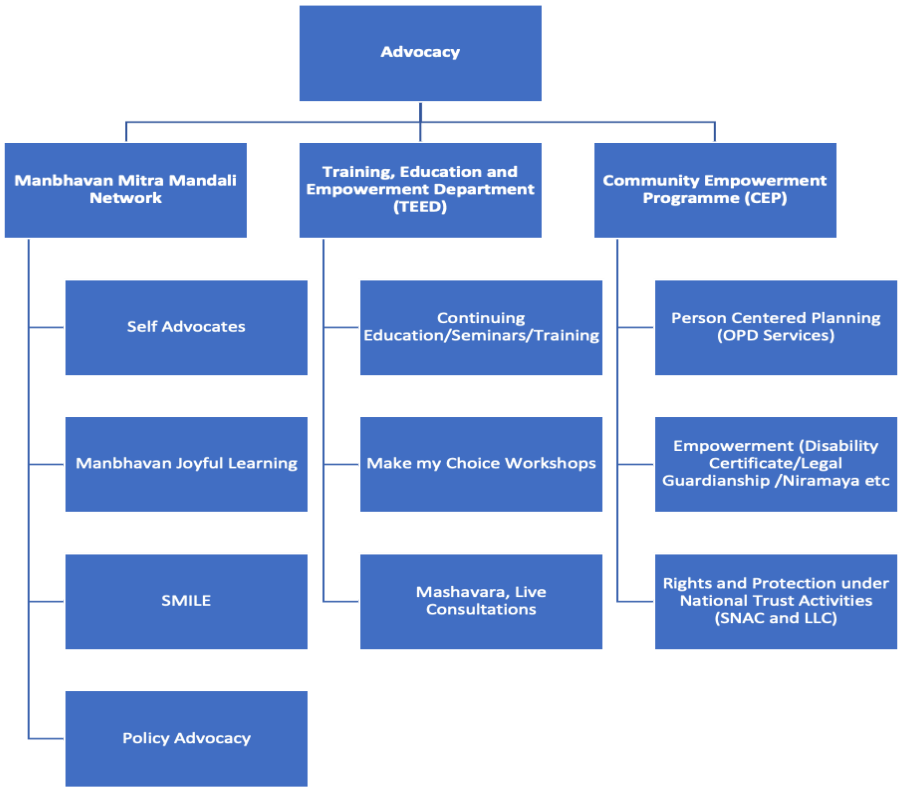
Get involved in advocacy, care, education, mental health, spirituality and governance programs and projects – all designed to positively impact the lives of those we serve.

Together, let's make a difference!

Advocacy.

We are committed to helping individuals with intellectual and developmental disabilities through our community outreach and self-advocacy programs with the following objectives.

- Help the community to understand issues of disability better and provide access to resources and support that help promote equity.
- Advocate for appropriate policy, programmes, schemes, legislation, rules, and regulations to create a more equitable society.
- Develop relationships with policymakers, agencies, local authorities and advocacy groups to ensure that the needs of people with disabilities are addressed.



A Reflection on 25 Years of Advocacy by Manovikas Family and involvement of Stakeholders

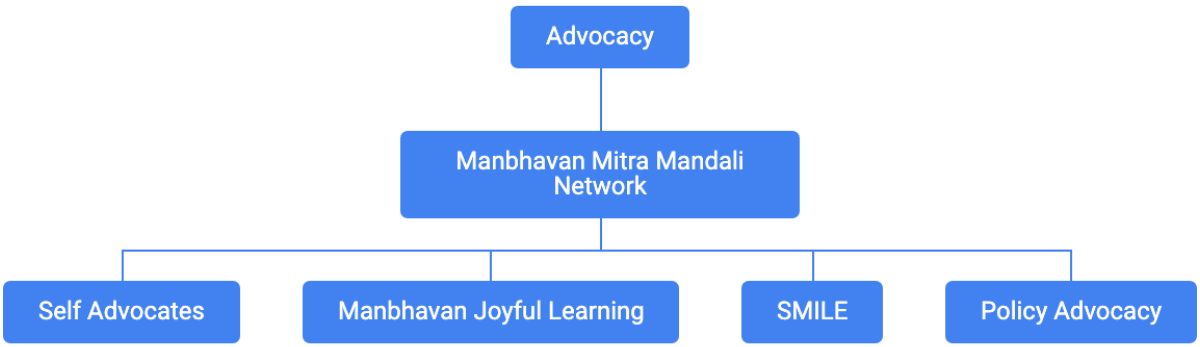
Programme & Projects	Stakeholders
Manbhavan Mitra Mandali Network	**69641**
Self Advocates	28
Manbhavan Joyful Learning	38525
SMILE	10588
Policy Advocacy	20500
Training, Education and Empowerment Department (TEED)	**788892**
Continuing Education/Seminars/Training	2984
Make my Choice Workshops	1500
Mashavara, Live Consultations	784408
Manovikas Family Network (MFN)	**10229**
Easy Read Service	331
Media, Publicity and Outreach, Newsletter	9898
Community Empowerment Programme (CEP)	**6310**
Equitable Access and Accommodation	980
Person-Centered Planning (OPD Services)	1382
Empowerment (Disability Certificate/Legal Guardianship /Niramaya etc.	436
Rights and Protection under National Trust Activities (SNAC and LLC)	3512
Advocacy	**875072**

Manbhavan Mitr Mandali (Manobhavan Friendship Circle)

(Self Advocacy Team of Manovikas)

Manbhavan friendship circle is a beautiful community that provides individuals with intellectual and developmental disabilities the opportunity to learn skills and make their own choices in order to promote self-esteem and positive behaviour. They strongly believe in the power of self-advocacy and strive to create an inclusive space that values all individuals, regardless of any challenges they may be facing.

Individuals with IDD face isolation and segregation, resulting in a lack of fundamental human rights and unjust discrimination in almost all aspects of their life. Manbhavan Mitr Mandali, as a Self-advocacy team, can help them be heard, understood, and accepted in their community.



Manbhavan Mitr Mandali, as a self-advocacy movement, is essentially teaching those affected by IDD the necessary skills to speak up for themselves and others. This movement has empowered people with IDD by educating them on rights such

as voting, integrated services and supports, self-determination, and developing confidence and leadership aptitudes. These may include civil rights awareness and developing communication skills like storytelling, public speaking, problem-solving, group decision-making, and involvement with policymakers on local, state, and national levels.

Manbhavan Mitr Mandali went beyond just advocating for themself; it's developing their advocacy techniques so that they can pass them on to others and create a stance on matters crucial to them. While this ability isn't natural to those who solely possess IDD, the Self-Advocacy Movement looks to promote inclusion among its members while protecting their privileges.

Self Advocates (Manbhavan Mitr Mandali)

Self-advocates of Manbhavan Mitr Mandali furnish invaluable proficiency, involvement and capabilities that organisations, entities and the government need to effectively fulfil the requirements of people with IDD and maintain their lives.

To encourage this participation, it is essential to recognise the crucial role self-advocates take part in strengthening expertise and boosting individuals' honour, authority, and chances.

To actualise such a partnership between advocates and their support persons or entities, the Manbhavan Team is carrying out the:

- Grant people with disabilities the possibility of making enlightened decisions about their own lives as well as their basic community life: those who require assistance, those who have legitimately appointed custodians.

- Enable Manbhavan Mitrmandali Team Members to meaningfully join gatherings, conferences, task forces, boards and other assemblies when matters which are relevant to them are debated (“Nothing about us without us” principle).

These helpings comprise but are not curtailed to

- Extra allotted time for meetings strives to enable everyone's inclusion;
- Augmented and auxiliary methods of communication such as technological tools, signing or interpreters;
- Accessibility through technology circumstances;
- Making available materials earlier on so that people can review it;
- Supplying paperwork in Easy Read or ordinary language;
- Assistance from direct support professionals if the requirement emerges; and
- Financing transportation including staff needs for travel associated costs.

SMILE

The SMILE - Special Minds In Loving Environment is a programme that was formed in 2019, in the San Francisco Bay Area for special needs kids of Manovikas.

The SMILE volunteers from San Francisco Bay Area offer inclusive experiences through different co-curricular and curricular activities for special needs kids by allowing them to participate in fun and entertaining via online Zoom sessions. They provide activities like music, singing, jokes, skill development, and more - designed to bring hope and joy. Our friendly and knowledgeable team is dedicated to helping every child reach their fullest potential.

Policy Advocacy

For nearly 25 years, Manovikas has been actively working to ensure the rights and integration of people with intellectual and developmental disabilities (I/DD) into society and their families.

Notable successes in civil rights, living in communities, schooling, financial security and other areas have been achieved thanks to our hard work.

We are doing everything possible to make it easier for IDD individuals to live in their home communities without being confined to institutions. This includes efforts to guarantee access for them in classrooms among those without disabilities.

Additionally, we are taking action for those requiring affordable healthcare and support services of trained caregivers facilities. We support with many public policy specialists and grassroots activists striving for improved quality of life for affected persons.

To that end, our mission offers assistance and guidance to India's central government and state governments across various topics affecting intellectually disabled folks and the field, more broadly speaking.

The main aim is to protect these individuals' human rights, self-determination and independent inclusion in society.

Let’s join hands and speak-up for

- Human Rights,
- Long-Term Assistance from the Community,
- Educational Opportunities
- Work, Workforce Growth and wages

- Health Care Solutions
- Medical aid Benefits
- Social Security/Financial Support
- What Causes and Results from IDD
- Youngster Protection, Fostering, and Adopting
- Emergency Management Practices
- Family Aid Services
- Housing Options
- Insurance Safeguards
- Non-Profit Establishments
- Service Excellence Level
- Research and Data Analysis
- Tax Plans
- Technology Utilization

Supporting Families in Need of Assistance & Social Support agencies.

Transporting Systems and many more!

Training, Education and Empowerment Department (TEED)

TEED - is a commitment for helping individuals acquire knowledge and skills to live, work, and grow as one. Education is a form of knowledge transmission from one generation to another via teaching or reflection. Training and empowerment are necessary for a successful human resource strategy development and for optimising universal success.

TEED's mission is to encourage stakeholders to promote their knowledge and capabilities by encouraging efficient conduct that leads to self-fulfilment and overall performance. TEED has two objectives:

1. establishing associative links between stakeholders' training, empowerment, and job performance;
2. creating a conceptual model of an inclusive society.

Training Goal can achieve all this by organising human resource development programs by organisational targets, creating interactive strategies for government workers, and locating the balance between education-learning schemes and mentoring needs.

The four stages of TEED are as follows -

1) Designing an educational policy plan.
2) Formulating lesson planning schemes.
3) Organising training sessions.
4) Assessing outcomes through monitoring procedures.

Continuing Education/Seminars/Training

Annually, Manovikas delivers the Continuing Rehabilitation Education (CRE) program of the Rehabilitation Council of India (RCI) to more than a thousand educators, therapists, psychologists, counsellors and academicians with an array of advanced and contemporary lessons. These courses are available online, via Manovikas eGyanshala and face-to-face meetings.

Furthermore, we often arrange national and international seminars, workshops and symposiums.

Make my Choice (MMC) Workshops

Make my Choice (MMC) is a fantastic workshop model that encourages students with intellectual and developmental disabilities to pursue their dreams and make their own choices in life. Through song, reading, meeting new friends, career planning and self-advocacy, MMC helps these students gain the skills they need to succeed and make their own decisions.

By providing individualised guidance and instruction, we help our members realise their life choices and make informed decisions on their future pathways.

We embrace a collaborative approach towards assisting them in developing self-confidence and discovering what makes them special and unique. Our experienced volunteers recognise each student's strengths to ensure success in their chosen endeavours. We aim to provide a safe, encouraging environment where everyone can proudly express themselves and create their desired life.

There are three steps in the MMC workshop

1. Listen to me!
2. My Career Choice
3. Self Advocacy for myself

Mashavara Live Consultation

Mashavara Live Consultation is dedicated to providing relevant, compassionate and timely answers for persons with intellectual and developmental disabilities and their families during the pandemic. Our experienced specialists offer support through custom-tailored advice on special education, skill development, and therapies.

Manovikas Family understood that the pandemic had been challenging for everyone, especially for vulnerable members of our community who are often overlooked. That's why we strived to prioritise the lives of those most in need, creating an empathetic environment where one could ask questions without any prejudice.

Through Mashavara Live Consultation, we hope to offer much-needed guidance in these uncertain times – empowering individuals and families to take control of their lives.

Manovikas Family Network (MFN)

MFN involves, engages and assists members with Intellectual and Developmental Disabilities (IDD) in gaining equal opportunity, independence, full integration and financial self-sufficiency. These families, relatives and community may be parents (even those with IDD), adoptive parents, foster care providers, siblings, uncles/aunts/cousins, grandparents, grandchildren, parents (including those with IDD) and similar relationships.

We strive to assist with educational programs, expertise and information. We are convinced that informed parents are the best advocates for their children. Therefore, proper emotional backing and handling behavioural problems are central components of our programs.

To ensure everyone has access to our services, we consider things like culture, language heritage, immigration status, values, religion, LGBTQ+, etc., while aiming to promote independence and choice among those afflicted by IDD.

Best practices are followed throughout the lifetime of such a person, both if the individual resides in the family home or is currently receiving residential care, government funded services; additionally, family members and caregivers should have options for salaries when offering essential support from home.

Overall, Manovikas stands for a complete array of policies supporting families rather than only showing “family support” programs sponsored by governmental or private organisations.

Easy-Read Service

Printed materials, e-content and websites may be difficult to understand for persons with disabilities. Some individuals can easily comprehend Easy Read components, while others require assistance reading them.

Manovikas strives to promote a universal design of learning experiences for persons with IDD and offer simple accessibility support services within India, such as creating a basic version of organisation/establishment information in Easy read format.

Consequently, it is essential to ensure that individuals with IDD can access to information. Easy-Read Serice offers simpler, fuller and more inclusive forms of communication, which help explain the text more clearly.

For instance, Braille and sign language are two options for those with visual or hearing impairments.

Similarly, easy-to-read language or visual content can be more accessible to people with IDD.

Easy Read is beneficial for individuals who: have an Intellectual and Developmental Disability (IDD), Specific Learning Disability (SLD), Autism Spectrum Disorder (ASD), the actual condition of mental behaviour/mental illness, hearing impairment, deafness, hard of hearing issues; speech and language disability; low literacy levels; older people etc.

Media and Outreach

'Manovikas Samvad' Newsletter is a complimentary newsletter of the Manovikas Family. Every edition features spectacular success stories and media elements such as videos, podcasts, radio and multi-media pieces about living with disabilities. More than 50 thousand people currently subscribe to this newsletter!

We aim to deliver exciting and engaging content that truly conveys the reality of those with disabilities.

The message gets spread far and wide through the Manovikas Family's social media channels, with around 8 lakh viewership.

Various leading newspapers, magazines and journals have been part of Manovika's sharing drive to reach out to more people and create awareness of disability inclusion and equity.

Community Empowerment Programme (CEP)

Several initiatives to overcome prejudice, stigma, and discrimination hindering persons with disabilities from having better access to education, job opportunities, public services, and the working world has been undertaken. Among these are:

1. The Community Empowerment Program embracing a self-help model.
2. Manovikas Family Network (MFN).
3. Easy Read Service.
4. Media, publicity and outreach strategies through newsletters.
5. Equitable Access and Accommodation.
6. Person-centred Planning (OPD Services).
7. Empowerment through acquisition of Disability Certificate or appointment of Legal Guardianship or Niramaya benefits etc.
8. Rights Defence and Safety ensured by National Trust Activities like SNAC and LLC.

Equitable Access and Accommodation

The Manovikas Family is dedicated to fostering a diverse and inclusive atmosphere that adheres to the letter and spirit of the Rights of Persons with Disabilities Act 2016 and the National Trust Act 2000. Therefore, it does not practice any form of discrimination against people with disabilities and pours its effort into offering an unparalleled educational experience by affording practical and suitable accommodations for equal access.

Individuals with intellectual impairments are more prone to health issues when compared to the remainder of the population and frequently face difficulties in finding adequate healthcare facilities. However, many of these barriers are modifiable and avoidable, for instance, through solutions like equitable healthcare access programmes.

Inclusion of persons with disabilities entails initiatives and policies designed at pinpointing real impediments - be it physical, verbal, or mental - which stand in their way of joining activities at par with everybody else, despite their disability.

Person-Centred Planning (OPD Services)

Using a person-centred planning strategy during consultation at Manovika's Out Patient Department (OPD), our staff attempt to understand each individual as an independent entity. In this approach, which is guided by the affected individual to assist providers in appreciating how they would like to lead their lives and what kind of support is necessary to help them reach a fulfilled, successful lifestyle.

Such a plan facilitates the person's empowerment due to its concentration on the specific strengths and capabilities of the person while attempting to fashion a high quality of life, aimed at involvement in community life. In addition, other vital aspects, such as overall health, are considered during this planning phase, making it a cornerstone for drafting a holistic Life Plan.

Creating plans is essential for those with intellectual and developmental disabilities (IDD), to constructively progress towards independent living while also achieving personal goals. Generating this type of plan is challenging but beneficial.

Manovikas provides resources to aid those with IDD and their families when formulating such plans. These tools cover care, education, living arrangements, financial implication, decision-making, employment prospects, and also fostering friendships and relationships.

Empowerment through legal entitlement

(Disability Certificate/Legal Guardianship /Niramaya etc.)

Manovikas Family pledges to abide by the spirit and language of the Persons with Disabilities Act 2016 and the National Trust Act 2000 to ensure an equitable atmosphere for everyone. The institution does not discriminate against those with disabilities and pledges to provide a quality academic experience through suitable entitled concessions that are guaranteed.

Frequently individuals with intellectual disabilities may have poorer health outcomes than other people and often face multiple challenges when looking for medical care. Such inequalities are not inherent but often arise due tobarriers. In this regard, Manovikas advocates equal access and support to access the Niramaya Scheme, designed to facilitate insurability amongst disabled persons regarding autistic disorders, cerebral palsy, intellectual disability and multiple disabilities. It is also committed to fostering health-seeking behaviour among the target group citizens and improving their well-being.

A legal guardian is someone nominated to care for and protect another individual or their possessions. They make all legal decisions on behalf of the ward and are usually assigned when the person is under 18 years old or, due to physical or mental inadequacies, cannot look after themselves.

Manovikas aids individuals to get a legal guardian appointed.

Moreover, Manovikas also aids in appointing guardians for minors with physical/cognitive impairments, who will then care for them and their possessions.

Further aid is extended by helping persons access insurance schemes later to them.

Rights and Protection under National Trust Activities (SNAC and LLC)

Manovikas is a State Nodal Agency Centre, Delhi (SNAC-Delhi), appointed by the National Trust, Ministry of Social Justice and Empowerment, Govt. of India. SNAC-Delhi fosters collaboration between the NCT of Govt. of Delhi and National Trust activities. It provides professional training programmes on disability issues, thereby developing an informed support system for Persons with disabilities in Delhi.

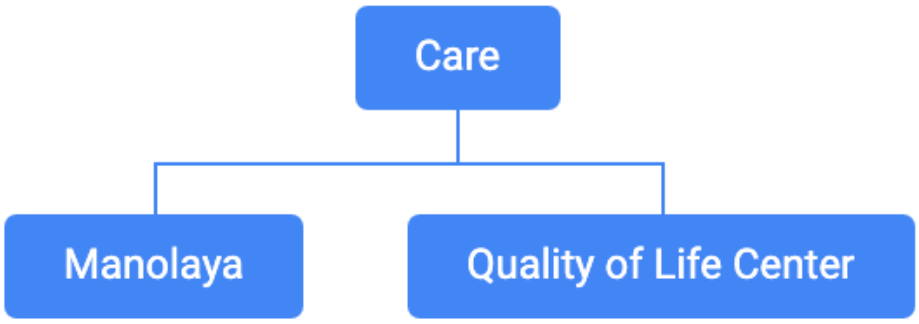
Moreover, SNAC also keeps a database related to legal guardianship appointed by Local Level Committees (LLCs), emphasising its commitment to advocate for the rights of disabled individuals everywhere.

SNAC is the leading data and resource centre in NCT of Govt. of Delhi and is dedicated to empowering persons with disabilities to help them lead a more dignified life.

Care

People with Intellectual and Developmental Disabilities need care and support, including living arrangements. At Manovikas Family, we strive to provide this care and support by focusing on community participation, building self-esteem, respecting the desires and interests of people with IDD and their families, and supporting high-quality life standards in respite and long-term residential care.

We are committed to providing the best possible services for those with high support needs and care. Our professional approach ensures that each person with IDD feels safe, secure, and supported daily.



A Reflection on 25 Years of Care Projects and involvement of Stakeholders

Programme	Projects	Stakeholders
Respite and Residential Care	Manolaya Home	186
Quality of Life Care	Saath-Saath Quality of Life Center	144

Manolaya

Manolaya Home includes quality of life and support for adults with intellectual & developmental disabilities, giving them autonomy, rights and choices. This provides assistance, education, encouragement and an atmosphere conducive to take an active part in the community with full inclusion. Every individual should have access to a service that meets their needs and is tailored to them. Our mission is to ensure that all those involved in Manolaya Home can lead lives filled with joy, accomplishment and engagement within the community.

Our enthusiastic **staff provides support and encouragement and creates an atmosphere that promotes skills development** that will help each individual live a meaningful life. Whatever goals or dreams you have for yourself, we are here to help make them a reality!

Quality of Life Center (Saath-Saath)

The Quality of Life Programme (QoL) is a specialist day centre in urban slum communities that offers comprehensive care to young people and adults with severe and multiple disabilities. We focus on creating a safe, stimulating, and creative environment where PIDD can thrive, develop self-esteem, and make meaningful connections with their peers. QoL employs highly trained staff who provide specialised support services tailored to meet each PIDD's needs, including activities like art classes, recreational outings, vocational training, physiotherapy exercises, speech and language therapy sessions, counselling sessions, and social skills development. Here at QoL, we strive to provide PIDDs with a quality of life they would otherwise be able to enjoy.

Education

At Manovikas Family, we believe that education is the key to success. It provides educational support from the foundation to higher education to increase their independence and enable them to become productive members of society.

We have tailored our ***school and higher education*** system to promote a holistic approach to learning, emphasising helping each student reach their full potential. Our quality-driven curriculum is designed to equip students with essential knowledge and skills for their future careers. Our experienced teachers offer personalised support every step of the way, providing individualised guidance and life skills development. With Manovikas Family, you can be sure your child will receive top-notch education and gain the opportunity to thrive in its academic pursuits.

We offer Universal Design of Learning (UDL) modules accessible for all students under the National Education Policy (NEP), 2020, based on the 5+3+3+4 schooling structure as under-

School Education

- Aarambh Child Care Center (Foundation Course)
- Manovikas School for Inclusion (Preparatory Programme, Open Basic Education and Secondary Programme)

Higher Education

- Manovikas Institute for Higher Education (MIHE)
- Teacher Education
- Skill Development
- Professional Education
- Adult Education

Manovika's focus is also on increasing awareness about disability through events and seminars designed to educate the public and policymakers on disability rights, access, and opportunities for people with disabilities.

A Reflection on 25 Years of the coverage of Education and Stakeholders

Domain	Programme	Projects	Stakeholders
School Education	Manovikas School for Inclusion (MSI)	Aarambh Child Care Centre (A3C)	267
		Alternative Education	120
		Open Basic Education (OBE)	237
		Secondary	60
		Senior Secondary Education	15
Higher Education	Manovikas Institute for Higher Education (MIHE)	IGNOU Special Study Center	9742
		Think College! Inclusive Higher Education Options	155
		Teachers Training Programme	280
		Manovikas eGyanshala	2280
	Inclusive Skill Development Programme (ISDP)	Skill Development (NSDC, HSBC, AICTE, SIPDA)	830
		NIOS -Vocational Education and Training (VET)	43
		Love Arts	245
		SHUCHITA	502
		Aryaman Center for Excellence (ACE) Lab	780
		MSI Students	188
		Skill Programme	392
		Staff Empowerment	200

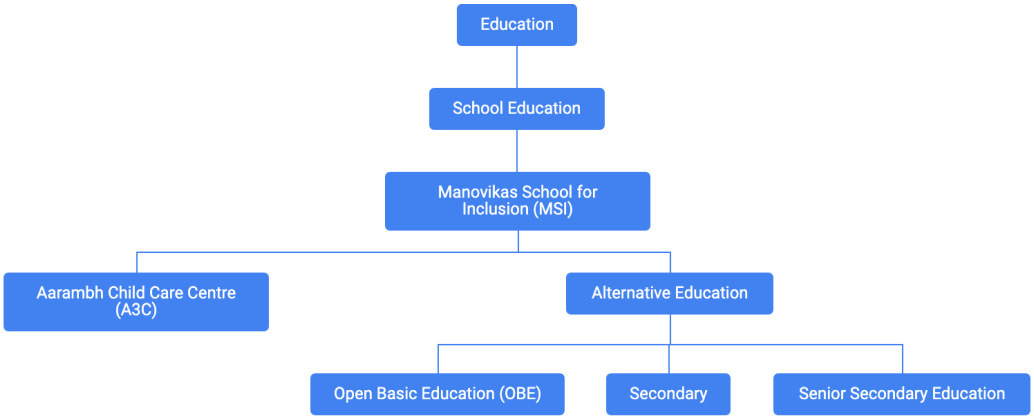
School Education

Under the school education sector, we believe all children have the right to education, regardless of age, sex, geographical location or special needs. Manovikas offers Foundation; Open Basic Education (OBE) and Senior Secondary level educational opportunities to those with Intellectual and Developmental Disabilities, including school dropouts and anyone who is socially marginalised or belongs to an economically weaker section of society.

We aim to create a safe space for learning and support for everyone in the community. We understand the importance of providing equal access to learning opportunities and strive to create an atmosphere of acceptance and respect.

Under the National Education Policy (NEP), 2020, based on the 5+3+3+4 schooling structure, the projects are as under-.

1. Aarambh Child Care Center (Foundation Course)
2. Manovikas School for Inclusion (MSI) (Preparatory Programme, Open Basic Education and Secondary Programme)



Aarambh Child Care Centre (A3C)

A3C is an Early Childhood Education provider that strives to build a partnership with families to provide consistent care to children between 3 and 10 years old. We understand that each child has unique needs, so we strive for an individualised approach for every student. We offer a variety of habilitation strategies as well as activities and programs intended to develop the school readiness skills necessary for admission into inclusive schools.

A3C offers a comprehensive approach to early intervention and care for children with disabilities or developmental delays. Our cross-disability screening tool helps identify any disability, so that the team and family can ensure that the child is getting the best possible care and support.

A3C provides families with a comprehensive Family Support Plan (FSP) tailored to the needs of their children. Our experienced counsellors and therapists collaborate to ensure that the child receives the best care possible while our home visits carefully monitor progress towards reaching therapeutic goals. With A3C, the child and there can trust that their family has the support they need.

A3C unlock new possibilities for children. A3C is the go-to for guiding children along their journey to success in mainstream or inclusive education. Through regular visits to families and schools, our team provides customized counselling services and problem-solving solutions to ensure that the child gets the best educational experience possible.

Manovikas School for Inclusion (MSI)

Manovikas School for Inclusion believes that each student has the potential to learn and grow. We strive to create an inclusive environment free from stereotypes where all learners have equal opportunities based on their individual goals.

MSI is accredited by the National Institute of Open Schooling (NIOS). This school provides Open Basic Education (OBE) and secondary education to learners with intellectual and developmental disabilities (IDD). Our faculty provides the highest quality education, focusing on language development and social, academic and daily living skills.

We also offer extra-curricular activities, such as music, art, yoga and sports, to help individuals gain confidence in their newfound skills.

MSI provides holistic education solutions to help marginalised communities access quality learning opportunities. From Students with Special Needs to school drop-outs and neo-literates, MSI has a range of programs that enable learners to access an alternative equivalent elementary education. With MSI, individuals can gain the skills they need to reach their full potential in the following Elementary Education Programme equivalent to the formal education system.

- OBE level A: equivalent to class I-III
- OBE level B: equivalent to class IV-V
- OBE level C: equivalent to class VI-VIII
- The secondary education equivalent to class X
- The senior secondary education equivalent to class XII

Higher Education

Manovikas Family is one of India's leading organisations providing Inclusive Higher Education for marginalised populations with intellectual and developmental disabilities (IDD). With over 25 years of experience, Manovikas runs various programmes, including Diploma and Bachelor Degree courses taught at their IGNOU Special Study Center.

With the advice that their experienced personnel provides, individuals can access recommendations and experiences of other learners, scholarship information, disability resources, and connections with various government agencies, universities and colleges. In addition to providing learners with disabilities the best solutions for making well-informed decisions, Manovikas Family ensures that each individual has an appropriate level of support as they pursue higher education.

Manovikas Institute for Higher Education (MIHE) aim to provide high-quality inclusive postsecondary education through the Think College program, which offers college-level courses tailored to individual needs.

We are proud to develop an innovative college program that places learners at the centre, emphasising their voices and goals as they pursue higher education. We strive to promote self-advocacy, autonomy, and social inclusion as we help students achieve their personal best. MIHE is committed to creating a thriving environment for learners with IDD in which diversity is celebrated, and everyone has equal access through the following inclusive higher education projects.

1. IGNOU Study Center
2. Think College
3. Teachers Training Programme

4. Inclusive Skill Development Programme (ISDP)
    a. NIOS -Vocational Education and Training (VET)
    b. Love Arts- Training Lab

IGNOU Special Study Center

Manovikas IGNOU Special Study Center, which offers programs of the Indira Gandhi National Open University (IGNOU), is committed to providing access to higher education opportunities for everyone, particularly those with Intellectual and Developmental Disabilities (IDD). Its mission is to deliver quality, pioneering initiatives and tailored courses to the whole population while making cost-effective and reasonable academic accommodations.

To grant access to higher education for all individuals, particularly Students with Intellectual and Developmental Disabilities (IDD), the Manovikas IGNOU Special Study Center presents high-quality, cutting-edge and need-based programmes at various levels. We utilise a selection of media technologies in our teaching.

The Vision of the Study Center states: To reach out and elevate numbers of Students with Intellectual and Developmental Disabilities (IDD) in IGNOU/ Think College/ Higher Education Programme by networking with CBSE Schools/ Special Schools/NGOs. Following this intention, they executed school visits around Delhi/ NCR.

At Manovikas Special Study Center, resources are improved continuously to the extent of coverage of Programmes; developed a pool of counsellors in different areas for running Counseling Sessions efficiently. Programmes of Certificate, Diploma, Bachelor and Master Levels are available at Manovikas.

In addition, Manovikas is an IGNOU Examination Centre managing two sessions yearly, with – thousands of examinees taking part each time.

Think College! Inclusive Higher Education Options

‘Think College’ is the unique inclusive option for People with Intellectual and Developmental Disabilities (PIDD) that acknowledges the value and genius of students regardless of their disability. Manovikas is a great place to support those seeking a specialised inclusive higher education! Their commitment to equity and excellence, combined with student-centred research, guides them in generating and sharing knowledge, informing public policy and engaging with students, professionals and families. Manovikas is a great place to support those seeking a specialised inclusive higher education!

It also helps manage institutional change and informs about accessibility, reasonable accommodation, and public policy, intending to engage students, professionals, and families around these issues.

‘Think College’ offers critical support for those looking for a tailored college experience as part of the educational journey for the PIDD. We also engage with all stakeholders - universities, colleges, institutes, students, professionals and families- to share our knowledge and enlighten them on various inclusive options.

The ‘Think College’ project is a specialised educational facility that provides comprehensive and personalised instruction to learners with Intellectual and Developmental Disabilities (IDD). The University Grant Commission (UGC) has accepted our suggestions on Higher Education for these special needs individuals.

Manovikas Family is dedicated to providing quality teaching, assessment, and learning resources tailored to each individual while considering the varying levels of understanding and mental and physical limitations. ‘Think College’ options help

to develop courses that cover language development, socialisation, numeracy, motor skills development, and more – all to build upon their student's strengths and assist them in achieving the best possible outcome for their future.

Teacher's Training Programme

Manovikas is a highly esteemed institution dedicated to the professional and Rehabilitation Education and Teachers Training of Special Educators.

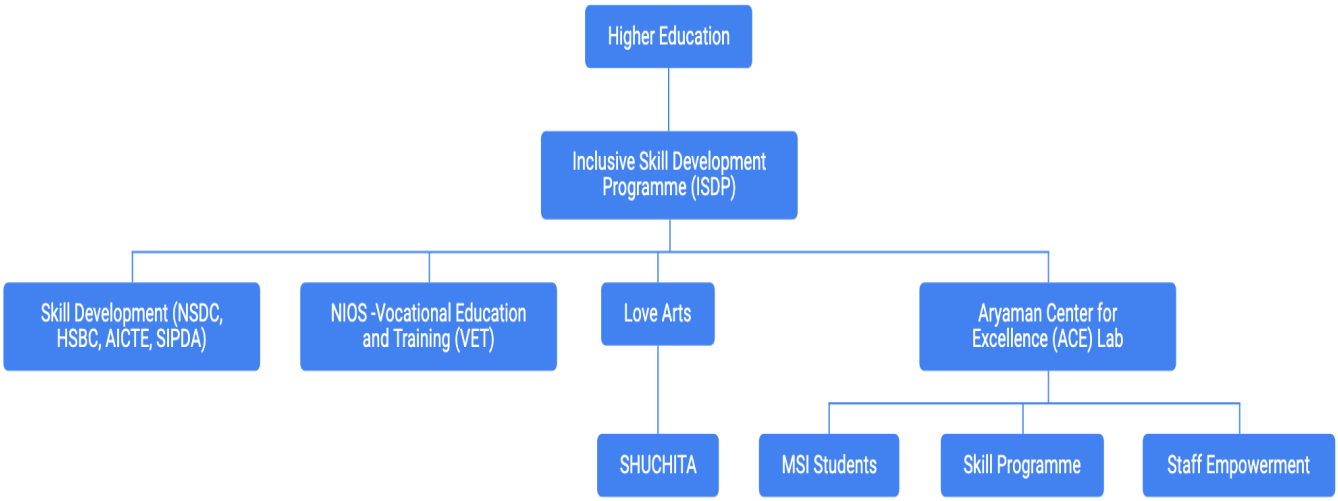
Established over 25 years ago, Manovikas has become renowned for its commitment to providing quality educational programs such as the Diploma in Special Education (D.Ed.SE-IDD) programme. In addition, Manovikas run the Higher and Continuing Professional and Rehabilitation Education program of the Rehabilitation Council of India (RCI). At Manovikas Family, knowledge is imparted with care and respect, and graduates are equipped to pursue successful careers in Special Education and Rehabilitation.

Inclusive Skill Development Programme (ISDP)

Manovikas Institute for Higher Education (MIHE) is a pioneering institution in India dedicated to imparting Inclusive Skill Development to people with intellectual and developmental disabilities. The institute not only provides individualised education that meets the needs of each student but also supports services such as job coaching, career counselling, rehabilitation services, group activities and more. MIHE is devoted to helping individuals reach their full potential to become self-sufficient, productive members of society.

By offering modern classrooms and training labs, personalised instruction, one-on-one counselling and job placement assistance, ISDP provides a comprehensive learning environment to ensure workplace success. Our experienced faculty and staff are committed to providing programs that help each individual reach their full potential. Our exceptional training opportunities prepare our students for success in many areas, including information technology, hospitality, retail, handicrafts, caregiving services, yoga and communication.

Manovikas is a skill training provider offering courses corresponding to the National Occupational Standards under relevant Skill Councils. Once students have completed their studies, they are evaluated by a third party before receiving Certification.


Higher Education
Inclusive Skill Development Programme (ISDP)
Skill Development (NSDC, HSBC, AICTE, SIPDA)
NIOS -Vocational Education and Training (VET)
Love Arts
Aryaman Center for Excellence (ACE) Lab
SHUCHITA
MSI Students
Skill Programme
Staff Empowerment

Vocational Education and Training (VET)

Manovikas is an Accredited Vocational Institution (AVIs) of the National Institute of Open Schooling (NIOS), Ministry of Education (MOE), Government of India. The innovative skill development training program empowers learners to improve their ability to adjust to market demands. Our program offers hands-on experience and instruction on managing work, meeting requirements, and effectively creating a safe, secure environment.

The present Vocational Education courses at Manovikas are available under

- CERTIFICATE IN CARE OF THE ELDERLY
- CERTIFICATE IN EARLY CHILDHOOD CARE AND EDUCATION
- CERTIFICATE IN YOGA
- DIPLOMA IN MODERN SECRETARIAL PRACTICE

Love Arts

‘Love Arts’- Training Lab, promote handicraft designed and made by persons with intellectual and developmental disabilities (PIDD). ***Love Groomes by Giving*** is the slogan of ‘Love Arts’. Giving gifts like handicrafts is a beautiful way to show your love and care for well-wishers, family members, corporate friends etc. This particular initiative, which provides livelihood to men and women with intellectual and developmental disabilities, allows them to become employed through online and offline platforms.

It also involve**s a business planning to achieve its goa**l and helps maximise product sales via 'Love Arts'– an online shopping website – www.love arts.in, while **simultaneously marketing our products.**

We collaborate with shops, schools, colleges, companies, corporates, and Fairs/Exhibitions and successfully sell our handicraft products on online sites.

In doing so, stakeholders of ‘Love Arts’ manufacture new items while reviewing inventory thus, allowing PIDD trainees a chance to make individual designs.

SHUCHITA

SHUCHITA (Skilling for Happiness, Unique Choice, Hope, Inclusion, Training & Abilities), an Inclusive Skills Development Programme tailored to support Women with Intellectual and Developmental Disabilities (Divyangjan) (WIDD), was launched as a Pilot Project aided by Home of Hope Inc., sponsored by Ravi and Ruci Oswal in loving remembrance of their daughter.

To begin with, the SHUCHITA programme focuses on providing comprehensive skill development to women with Intellectual and Developmental Disabilities (WIDD) while targeting a minimum of 10 stakeholders to enhance their Quality of Life (QoL) and Independent Living (IL). Its E3 approach is meant to push for family-centred intervention initiatives, encourage self-advocacy from WIDDs and empower adult assistance & support.

E3 approach towards the quality of life (QoL) and independent living (IL) of WIDDs.

- Encourage family-centred intervention
- Enable self-advocacy by WIDDs
- Empower adult assistance and support.

Do you know? Up to 3% of India's population entails some form of IDD. Also, 12% of Indian children aged 2 - 9 years present neurological disorders; girls with disabilities are especially more vulnerable: hence parents opt for the most straightforward alternative to guarantee their security - by not sending them to school.

Aryaman Center for Excellence (ACE) Lab

ACE Lab is committed to providing advanced tools, technologies and instructional support for students with various types and degrees of Intellectual and Developmental Disabilities (PIDD) conditions. In partnership with CBSE and AICTE under the Skill Knowledge Programme (SKP), we strive to give our students the best possible education experience. We understand that it can be difficult for those living with PIDD to access the necessary resources they need to reach their academic goals, which is why we work hard to ensure their success.

Aryaman, with IDD, spent plenty of time with his IPad, learning more about the world and conversing through it. Though the IPad is a remarkable device, it isn't particularly durable. It needs proper care to last a long time, which can be hard for those with Intellectual and Developmental Disabilities to comprehend. On the other hand, reliable Desktops can duplicate almost all their functions.

The Singh family and Dr Nilima Sabharwal established the Aaryaman Center for Excellence (ACE) as a homage to their beloved nephew Aryaman in April 2015. Additionally, Mrs Shanti Singh donated a new computer to kickstart their initiative. Furthermore, we thank Dr Umesh Sabharwal for his generous donations, which benefit 50K shareholders.

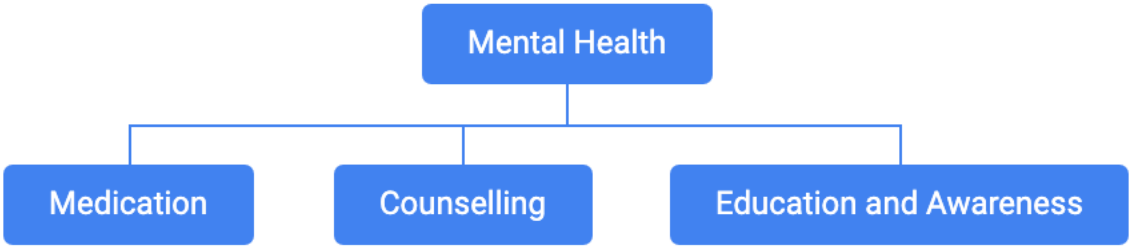
ACE's lab is largely used by stakeholders of the Manovikas Family, which has been especially beneficial during the times of the COVID-19 pandemic by offering IT instruction and virtual help. ACE currently contains ten computers and four laptops, catering to 300 learners with IDD expertise in diverse areas.

Mental Health Programme

Mental Health programme at Manovikas provides psychosocial well-being services that bridge the gap between disability and mental health by helping people with PIDD understand their mental health needs and the resources, they need to achieve social inclusion. We have helped hundreds of individuals reclaim their autonomy and feel less isolated in their communities. We welcome individuals and family members to get in touch to start their journey towards improved mental health.

A reflection on Mental Health awareness among Persons with IDD and involvement of Stakeholders

Programme	Projects	Stakeholders
Mental Health Service	Specialised Mental Health Services	112
	Counselling	609
Mental Health Education	Education and Awareness	1120
Total stakeholders in mental health initiatives of Manovikas in last few years		**1841**



Specialised Clinical Service for IDD

Manovikas provides professional assistance and resources for individuals facing mental health issues and the family members who support them. Our Psychiatric Services are designed to address the mental health of our clients, with intellectual disabilities such as autism spectrum disorders, cerebral palsy and related physical impairments, traumatic brain injuries, attention deficit disorders or other chronic medical conditions.

A tailored clinical service for IDD with an integrated strategy to equip individuals with the tools to adjust to new situations, engage better behaviours, foster social capabilities and tackle sensory processing difficulties. Psychiatry treatments are available for all ages and gender.

It has been noted that people with IDD lack access to psychotherapy, crisis intervention, and day-hospital. At Manovikas, we provide reasonable access to psychologist-assisted residences if required.

Counselling for IDD

Growing up with Autism, Down Syndrome, Cerebral Palsy, or another disability is challenging.

Such persons are unprepared for how much further complicated things would become once they leave middle or pre-vocational, or secondary-level education at inclusive or special schools. Life can be confusing, and others often appear to comprehend what is going on, while the PWD is the lone one who seems to be missing something obvious.

People with intellectual and developmental disabilities are more likely to suffer from mental health problems like depression and anxiety. Fortunately, counselling can be a great help in providing relief. The good news is that research proves counselling is successful for individuals with disabilities. However each person has their individual needs.

The following are some of the reasons for the PIDD to engage in counselling at Manovikas:

Relaxation Coaching - Many disabled folks fall into the trap of feeling everything is wrong when even one small matter appears to go amiss. But sometimes, it can become hard to know when inferences are acceptable, decent, or all bad, but nothing in between.

Learning Coping Skills - Some may identify when they’re apt to feel downhearted or anxious in certain conditions, so we'll address practical methods and ways of dealing with these unfavourable emotions together.

Mindfulness Education - Mindfulness involves learning that your sentimentality cannot control your behaviour or thought processes despite its strength and intensity.

Additionally, mindfulness allows you to manage insurmountable difficulties when life becomes unbearable.

Transition-Organising - Adjusting to home, community, college or entering a new job could always be stressful, especially for those with disabilities.

Manovikas Counselling Services assist PIDD in preparing psychologically for their next big step forward by imparting extra assistance through therapy sessions.

Self-Advocacy Techniques - As ageing ensues, it might feel too taxing to voice opinions or ask questions, leaving many frustrated after outcomes don't go according to plan because nothing was said properly. We work together dialogue and to voice our opinions successfully and become more affirmative at the role place, medical appointments, relationships concerning friends/families etc...

Personal Health Development ~ A few affected by disabilities may find themselves hard-pressed to get quality restful sleep patterns or adhere to an appropriate food/workout regimen; however, knowledge about creating lasting healthy habits significantly assists these numbers.

Counselling Services offer information about nurturing constructive habit-forming patterns crucial to attaining optimal psychological well-being.

Mental Health Education and Awareness

Raise mental health awareness and reduce the disgrace attached to mental illness. Work towards inspiring people to ask for help and promoting emotional well-being. In any case, looking after one's mental state is pivotal to living a good quality life. That holds for general kids and adults and children with Intellectual and Developmental Disabilities (IDD). Encouraging them to lead mentally healthy lives is of profound importance. Education, Awareness, and Consultation Topics may gain familiarity with:

Stigma Reduction, which allows Seeking Assistance, Mental Health Continuum (good mental health and how it leads to illness),

Practicing Positive Emotional Well-Being Routines, and Advocacy for Mental Health Awareness.

Acknowledging adaptive behaviour vs adverse influences, recognising triggers…etc.,

Mental Health education and awareness creates positive self-worth: Being of stakeholder’s mental states; exercising preventive procedures like yoga and deep breathing; proactive communication with peers via advocacy work concerning psychological and emotional stability.....etc.

Subsequent Actions: Taking the solemn pledge to "Fight Stigma", making vast policy variations within the organisation supporting Resilience through Mental Health programs, and taking part in materials regarding psychological developments accessible to student parties and campus organisations will all aid development purposes. These workshops will address stakeholders by providing

tools to cross the behavioural field between Healthy Thinking and equanimity, reaching accomplishment degrees while concurrently learning vital life skills.

Spirituality through SACHETAN

Programmes of the Manovikas Family strive to discover the correct spiritual practices for the stakeholders.

We understand that everyone has a unique journey in their spiritual awakening, and we strive to provide the tools and support they need to reach those journeys' full potential. Every day, “Sachetan” focuses one’s awareness on feelings, thoughts and bodily sensations. It is also used as a therapeutic technique. Several other spiritual awareness guides them towards a meaningful, fulfilling experience.

At Manovikas Family, we celebrate joyous events to bring together family, friends, and the community. From Annual Days to Convocation ceremonies, Vaidy Pandit Kailash Mishra Memorial Lectures to Saraswati Pooja and Ganesh Pooja to Diwali, Eid and Christmas Day, we provide meaningful ways for everyone to celebrate special occasions with festivities. We also arrange cultural and heritage walks and programmes offering enjoyable educational experiences for family members and community. For us, no event is too small or big to help persons with disabilities and the community to make lasting memories filled with happiness!

Programme	Projects	Stakeholders
Mindfulness	Sachetan	797
Joyfulness	Celebrations	4000

********** End of Report********