

# India Inclusion Summit

Bangalore

3<sup>rd</sup> Dec 2012 [Monday], 9 AM to 7 PM



## Partners

Autism Society of India (ASI)  
Spastics Society of Karnataka (SSK)  
Karnataka Parents Association for  
Mentally Retarded Citizens (KPAMRC)  
SAP Labs India  
Vindhya e-Infomedia  
World Economic Forum

## Venue

Taj Vivanta, MG Road



# IIS 2012 in Pictures





# IIS 2012 in Pictures



# What people said

*"I attended the India inclusion Summit held by SAP Lab.. It was unbelievable ... You made a THOUGHT and IMPLEMENTED the inclusive PLAN because of which children are having a space in the Inclusive society....As a parent I am really grateful to you..."*

*"What an absolutely wonderful Event! It was just beyond all expectations! You guys have worked so hard and its paid off so beautifully. The speakers were so good, there's great press, participants had such an enriching experience"*

*"I am deeply touched with the event by hearing to almost all speakers, just sharing this with you from the bottom of heart!"*

*What can I say? Yesterday's summit was an absolutely fascinating, thought-provoking and humbling event....*

*"This event had everything song, dance, drama, lectures, Personal experiences, group interview, science and technology all rolled into one. It was a beautiful blend of passion, interest, and knowledge. "*





# In the Media

## His employers banked on his abilities and they came in handy

**BANGALORE:** Being labelled "mentally retarded" and underestimated every step of the way had become a way of life for this individual affected by Cerebral Palsy right from birth.

But none of this posed a hindrance for Siddharth Jayakumar (32), who not only shined his peers academically and bagged a job at a reputable bank, but also went onto receive the National Award by the Ministry of Social Justice and Empowerment as the 'Best Employee with Cerebral Palsy' in 2008.

"For most part of my academic life, I just wanted to give up and sit at home. But the support from my family and teachers kept me going, no matter how hard it got," said Jayakumar, presently working as an associate manager at IndusInd Bank. Jayakumar kept the audience engaged through his 15-minute presentation titled 'Love minute and your life: during yourself and your life' during the first India Inclusion Summit, organised jointly by Autism Society of India, Spastics Society of Karnataka, SAP Labs India and others to mark World Disability Day.

His narrative, speckled with wit and humour, gave the audience an insight into the life of a person seen struggling with a severe disability, yet making great strides in his professional and personal lives.

Jayakumar started his formal education only at the age of nine. As his intellectual abilities ranked far superior to his fellow students, it was not surprising that his teachers vouched for his enrolment in a regular school.

"I was scared and emotionally insecure when I started regular school. The pressure was intense. But joining a reg-

**ACHIEVER:** IndusInd Bank associate manager Siddharth Jayakumar interacts with former IPS officer Kiran Bedi at an event in Bangalore on Monday. Cricket commentator Harsha Bhogle looks on. **PHOTO**

ular school meant 'inclusion', which changed the course of my life."

Despite excelling academically, Jayakumar had to face a series of rejections from companies that were too 'hesitant' to hire him. "But the breakthrough came when the HR of the RBS Bank heard me out for 40 minutes. I told them very clearly that I didn't want a make entry job - I wanted to make my mind work more than my body. I was analysing data, responsibility of analysing data, a job which comes with high stakes attached to it. The bank stood the risk of losing a lot of money," recalled Jayakumar.

The Summit had a motley set of speakers, including top cop Kiran Bedi and cricket commentator Harsha Bhogle. SAP Labs has raised Rs 14 lakh, and the proceeds will go to set up a music school for the disabled.

Speaking at the summit, Sebi Chacko, convener of the

diversity forum of the Confederation of Indian Industry (CII), called upon Indian companies to "reasonably accommodate" to people with disabilities in their workforce as employment was becoming a right.

He said the latest CII handbook on the subject would help companies find ways to accommodate disabled people.

SAP Labs Managing Director VR Ferese revealed how employing an autistic person at his company paved the way for SAP's global level diversity employment policy.

"They certainly help improve productivity and there is a good business case to employ persons with disabilities," he said.

Some 90 per cent of Vindya e-Infomedia's staff is composed of disabled individuals. Representatives from the company spoke of how these disabled individuals occupied positions at every level.

**DN News Service**

The India Inclusion Summit Focused On Empowering The Specially Abled And The Role Of The Community In Caring For Them

## 'They opened up a special new world for us'

### Tales of patience and positivity

Hetal Vyas  
& Sunitha Rao | 19A

What's common between quiltermaker Joy Bhattacharya, an award-winning short movie maker, and Vani Prasanna? They have one special teacher at home, their specially abled child who's taught them a new way of looking at this world. Their children, born with special abilities, have taught them patience, tolerance and to be positive in the toughest circumstances. Says Bhattacharya, who's made an award-winning short movie *Apna Aasmaan*, inspired by the life of his son Orko: "My son has taught me to look at the world differently. To be patient and tolerant. I've learnt to not paint the world with a single long brush. He's taught us what true happiness and sense of gratitude means."

For Joy's son, Neel, 11, is a great teacher. "Fathers do only 20% of parenting. It's a mother who does most as the parent of a special child. I've learnt to smile from my child. He taught me to be patient and to understand the right every individual has to live in this world. He's taught me that parents of a special child must not be scared of social sanction. As mother of 34-year-old Ananth Krishna, Vani Prasanna has developed a sense of pride. Proud to be the mother of a child who is born special, she's taught her to love and care. "My son helped me develop the skill of caregiver and special trainer. I learnt this with him at the Spastics Society of Karnataka. I am also employed at the society, where I help other children with autism."

### GOING THAT EXTRA MILE

In India, we get into sports to get a government job, not to win a sports championship. That makes all the difference at the international level. There is need to give more prominence for para-olympic sports in our country. This definitely means parents and teachers should identify hidden talents in special children, encourage them to go that extra mile and achieve.

**Girisha H Nagarajapowda** | LONDON PARALYMPICS CHAMPION

**Cricketers like Mansoor Ali Khan Pataudi and S Chandrasekhar never asked 'Why?' They said 'Now!' and overcame their disabilities. Sports persons don't understand defeat - it's a hurdle and they overcome it. I remember Pataudi saying how due to his eye defect, he'd see two cricket balls rushing towards him. And that he would've been a better player but for his disability. But I wonder how he could ever distinguish the real ball.**

**Harsha Bhogle** | CRICKET COMMENTATOR

Less than 1 lakh of the 70 million disabled persons in India work in the organized sector. There is a need to create awareness on employing differently abled persons. Sympathy is not what they are looking for. They need inclusion, to be accepted as one of them.

**VR Ferese** | MD, SAP LABS INDIA

Nobody can stop you from achieving your goals if you conquer the five Ds - dream, desire, determination, discipline, dedication and determination. There is a need to work with ophthalmologists, priests, the judiciary and media to change the mindset of people about disability. What we need is awareness. Disability is not the real problem. The problem lies in the way people think.

**George Abraham** | FOUNDING CHAIRMAN, WORLD BLIND CRICKET COUNCIL



**REACHING OUT:** Former supercop and anti-corruption crusader Kiran Bedi has some words of encouragement for participants of the India Inclusion Summit 2012, held in Bangalore on Monday.

### TIMES VIEW

For special children living in a world which lacks sensitivity, technology has come as a boon. Email and mobile connectivity helps them build new bonds, the internet opens up new vistas and e-education is readily available. These tools give them self-confidence, strength and even financial independence, which can help them reach their goals by opening up opportunities and utilizing their talents. But their more basic needs also need to be addressed: the city needs disabled-friendly infrastructure and a finer community sense.

### Music school

Angalore will soon have a music school for special children. About 20 employees of SAP Labs have come together with personalities to raise funds for the school, likely to be inaugurated on January 14, 2013. Said VR Ferese, MD, SAP Labs: "About Rs 14 lakh has been raised by our employees. The rest has come through charity."

### Wipro award

Wipro has been selected one of the winners of the Shell Heinen Keller Awards for 2012 in the category 'Role Model Organization' for its best practices for the disabled, including accessible physical infrastructure.

### IMPOSSIBLE IS NOTHING

**N Yashodha (hearing impaired)**  
Technology has been the biggest leveler for N Yashodha, who works with Vindya e-Infomedia (Informatics). It made her financially independent and self-confident.

How did it help her in everyday life? "I was in 2006 that my life became more comfortable, as I learnt how to use email. It was an awesome moment when I learnt how to use the internet to communicate. For people like me who can't hear, the mobile and internet are two big supports. I frequently message others and communicate. I'd tell myself not to give up. I worked hard to be where I am today. The greatest feeling is to be successful despite your disability," says a satisfied Yashodha.



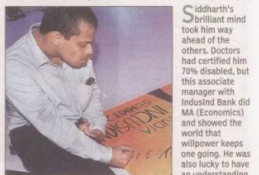
**HEAR US:** Tech-savvy and with supportive families, N Yashodha (left) and B R Siddhartha are comfortable with their lives

### Shobha BR (hearing impaired)

Shobha BR, 38, was lucky. Her family accepted her as she was, and that's given her the confidence to take on the world and care little about a discriminating society. She works with a BPO. What's the best way to make our society disability-friendly?

"Share a smile with us. Communicate slowly. Make friends with us. The very sense of discrimination won't be there. I was born deaf. When my family has accepted me as I am, what's there to worry? I studied in a special school and I'm now working with a BPO. I teach sign language to my friends and we communicate. I never had any problem in making myself understood in a crowd at a bus stand or market," says Shobha.

### Siddharth Jayakumar (cerebral palsy)



**IT'S MY WORLD:** Siddharth Jayakumar leaves his mark on the summit banner

"To me, being normal means being myself. I don't need to be aware that I'm normal, because I am what I am. I made sure that I scored more than 70% in all my exams. I got a double promotion in UKG and in high school. Throughout my MA course, I've dictated answers to scribes who had no knowledge of commerce or economics. I've been able to achieve success because of my family."

## Community has a duty towards them

TIMES NEWS NETWORK

The time has come to form a community for special children through SMS, emails and social networking sites so that even if an ageing parent goes away the community stands up to take care of special children, said Kiran Bedi, former IPS officer and anti-corruption crusader.

Kiran was speaking at the India Inclusion Summit 2012 held here on Monday. "If you call an autistic child disabled, what will you call a husband who comes home drunk and beats his wife? Or a government officer who is involved in corrupt practices?" she asked.

The audience was also given a glimpse of *Apna Aasmaan*, an award-winning short film on autism directed by Kaushik Roy. The film narrates how a family faces challenges in raising an autistic child. Siddhi, who eventually turns out to be a distinguished

### THE STORY IN NUMBERS

	2001	2002
Percentage of disabled population	2.1%	1.8%
Estimated size of disabled population	21 million	18 million
Location of disabled persons	Rural 72%, Urban 28%	Rural 76%, Urban 24%

### TYPES OF DISABILITY

2001	9% sight, 7% speech, 6% hearing, 28% movement, 10% mental
2002	15% sight, 12% speech, 17% hearing, 57% movement, 11% mental

### OF TO SCHOOL

Percentage of disabled students attending school	56% rural, 64% urban
Percentage of disabled students attending school	64% rural, 69% urban
Percentage of disabled students attending school	48% rural, 55% urban

Times of India

INDIA  
INCLUSION  
SUMMIT 2012

Deccan Herald



# In the Media

## 'People need to know that each person is different'

Staff Reporter

**BANGALORE:** Several prominent personalities took centre stage at the India Inclusion Summit here, held on International Day of Persons with Disabilities on Monday. But the one who won the hearts of the audience, not to mention their respect, was a 32-year-old bank employee, Siddharth Jayakumar.



**RECALIBRATING 'NORMAL':** Anti-corruption activist Kiran Bedi was among the key speakers at the India Inclusion Summit held in Bengaluru on Monday to mark International Day of Persons with Disabilities. - PHOTO: K. GOPINATHAN

An associate manager at the IndusInd Bank, Mr. Jayakumar, afflicted by cerebral palsy, floored the audience with his articulate talk. When asked later how he managed to speak so well, and with such confidence, he beamed: "This is my 52nd talk on stage in the last two years. By experience, you learn to entertain and talk to an audience."

He told *The Hindu* that he was not particularly fond of how people were defined as 'disabled' or even 'differently-abled'. "Who decides what normal is or isn't? For instance, if you perform less than 100 per cent in a test, does that make you abnormal? What people need to know is that each person is different, and when we realise this and respect this, many good things can come out of it," he said.

The summit was held for the first time here and was organised by IT major SAP Labs India, in association with Autism Society of India, and Spastika Parents Association for Mentally Retarded Citizens, among others. Among the key speakers here were anti-corruption activist Kiran Bedi, cricket commentator Harsha Bhogle and representatives of corporations and non-

governmental organisations. One of the discussions included a focus on the Disability Bill, which is pending with the government.

### Better coordination

Panellists spoke on the need for better coordination between corporations, educators, schools, parents and non-governmental organisations.

Speaking on the occasion, Ms. Bedi tried to define the term "disability" in a more "wholesome way". She said that it was during her stint at Tihar that she learnt the true meaning of "disability". "For instance, women who don't speak up and realise their true potential, or men who don't treat their wives well are disabled. In fact, could we not define the anti-corruption Bill as a vice-disability?" she asked.

V.R. Feroze, chairperson, India Inclusion Summit 2012 and managing director SAP Labs India, said the objective of the conference was to do a "360-degree view on disability". "Currently, all the work is done in silos and there needs to be better coordination to take this forward," he said. T.G.C. Prasad, author and national executive council member of the System Society of India, launched his new book, *From the Eye of My Mind*. The book tells the story of an autistic girl and relates a charming tale of acceptance, love and a beautiful mind, a release stated.

### Music therapy school

A tangible outcome of this event could be the decision to open a music therapy school for children with disabilities. Carnatic vocalist Bombay Jayashri and Ganesh Anantharaman, author of *Bollywood Melodies*, will lead this initiative.

Mr. Feroze said the employees at SAP Labs had pooled Rs. 12 lakh for this initiative.

He was right. The people who spoke are all celebrities in their own right, but it wasn't their professional achievements we were there to applaud. What we did hear were firsthand

## Special people: Genius simply harder to see

DARSHANA RAMDEV & LUNA DEWAN | DC  
BENGALURU, DEC. 3

"We don't want your sympathy, give us equality instead." That is the refrain of every differently-abled citizen in the country today. Sadly, the cry has gone unheard for far too long and even now, we need an occasion World Disability Day to give the special people the attention they deserve.

"Back in 1993, I was in Ahmedabad for the National Cricket Tournament for the Blind," said George Abraham, founding Chairman, World Blind Cricket Council and the Association for Cricket for the Blind in India. "We were at the national finals and about 500 people had turned up to watch—most of curiosity," he admitted. "But about half an hour into the game, the spectators had stopped thinking about the teams being blind—they wanted to know the score. The ability to ability."

That was the essence of the day's Summit. Harshator, Joy Bhattacharya, director, Kolkata Haryana Riders, Kaushik Roy, director, Apna Asmaan and Kiran Bedi of Anna Team were present in the city to attend the India Inclusion Summit, organised by V.R. Feroze, MD, SAP Labs. "I'm actually nervous to be standing here," Bhogle remarked. "I deal with stars every day, but not stars like these."

18 months old, he broke his arm and when we rushed him to the hospital, everybody there thought him very cute. He was singing a song, just repeating one line, he wasn't crying. That's when I came to terms with the fact that my son was differently-



**PUBLIC PLACES STILL NOT DISABLED-FRIENDLY**

**Bengaluru:** According to the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act 1995, appropriate governments and the local authorities shall, within the limits of their economic capacity and development, provide for ramps in public buildings, adaptation of toilets for wheelchair users, Braille symbols and auditory signals in elevators or lifts, ramps in hospitals, primary health centers and other medical care and rehabilitation institutions. But all these rules seem to remain on paper only.

According to recent figures from the State Commission for the Disabled, there are around 9,44,000 differently-abled people in the state.

K.V. Rajanna, Commissioner for Persons with Disability, Karnataka, said, "After the passing of the 1995 rule at the state level, we have formed an Access Audit Committee and we had written a letter to the deputy commissioner of each district and the District Disability Welfare Officer to form similar district-level committees. More over, not a single review meeting of the State Disability Coordination Committee has been held over the last three-and-a-half-years and no policy has been reviewed. "I have no authority to act against the violators. I only have powers to come up with more stringent measures," he said.

accounts of what it is like to have a child with autism, the rejection, the frustration.

"When my son Orko was 18 months old, he broke his arm and when we rushed him to the hospital, everybody there thought him very cute. He was singing a song, just repeating one line, he wasn't crying. That's when I came to terms with the fact that my son was differently-

abled," said Kaushik Roy, director, Apna Asmaan. The awareness on conditions like autism has improved hundredfold over the past five years. Even so, when Siddharth Jayakumar—national award winner and TED speaker, who got cerebral palsy when he was a few days old—came onto the stage, he talked about how his teachers had to fight for his college admission and how even his academic

excellence couldn't get him a job. "I needed something that would occupy my mind, not my body," he said. Siddharth now works at IndusInd Bank as an associate manager. "Yesterday, when I was having dinner with Feroze, I asked him, how do you describe disability? normalcy," Siddharth said. "Quite frankly, being normal to me is being myself. I am what I am."

The Hindu

Deccan Chronicle

# Thank You!



Dance-Ability  
Dr Keerti Menon  
George Abraham  
Harsha Bhogle  
Spastic Society of Karnataka  
Siddharth GJ  
Kaushik Roy  
Joy Bhattacharya  
Dr Kiran Bedi  
Ramesh Vangal  
V R Feroze  
Rohan Junghare  
Kavita Sharma  
Naveen Varshneya  
L Krishnan  
Priya Varma  
Bhuvan Naik  
Pavithra YS  
Sebi Chacko  
Abhijit Bhaduri

KPAMRC  
TGC Prasad  
Bombay Jayashri  
Ganesh Anantharaman  
Sridhar Sundaram  
Archana GS  
Lakshmi Ramachandran  
Yogesh Kumar  
Rina David  
SAP Labs India employees  
Kavitha Krishnamoorthy  
Nalini Menon  
Autism Society of India  
Mrs Krishnaswamy  
Saleem Ahmed  
Dr Veronica Matthias  
Sarita Alexander  
Sumana Ray  
Ashok Giri  
Sangeeth Varghese  
SAP Labs India  
Vindhya e-Infomedia

And many more who stand for the  
cause....

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