



# PROF (DR) MAHESH VERMA

VICE CHANCELLOR, GGSIPU,  
NEW DELHI  
PADMA SHRI AWARDEE  
DR. B. C. ROY AWARDEE

It is a matter of great pride and pleasure to extend my heartfelt congratulations to the University Inclusion & Accessibility Cell (UIAC-UTTHAAN) of Guru Gobind Singh Indraprastha University (GGSIPU), Delhi, for the launch of Eleventh edition of its esteemed Inclusion & Accessibility e-Magazine. The magazine stands as a testament to the university's unwavering commitment to fostering an inclusive, equitable, and accessible environment for the community.

I commend the editorial team, contributors, and all those involved for their dedication, creativity, and collaborative spirit in bringing out this meaningful edition. I am confident that this magazine will serve as a valuable platform for ideas, dialogue, and awareness, inspiring readers to contribute positively towards building a more inclusive and progressive society. I convey my best wishes to UIAC for the success of this edition and continued accomplishments in all its future endeavors.





# LETTER FROM OUR EDITOR'S DESK

Namaskar!!

It gives me great pleasure and heartfelt joy to present the volume-11 of the Inclusion & Accessibility (I&A) E-Magazine of the University Inclusion & Accessibility Cell (UIAC-UTTHAAN), Guru Gobind Singh Indraprastha University. This edition is themed as “Fostering Disability Inclusive Societies for Advancing Social Progress” which reflects UIAC’s unwavering commitment to advancing equity, dignity, and meaningful participation of persons with disabilities across all spheres of society. True social progress can only be achieved when inclusion moves beyond policy intent to become a lived reality—where diversity is valued, barriers are dismantled, and every individual is empowered to contribute their potential. Through this magazine, we seek to amplify voices, showcase inclusive practices, and encourage collective responsibility towards building societies that are just, accessible, and compassionate.

The cover story of this issue features Echoes Café, a powerful example of inclusion in action. Run by persons with disabilities, the café stands as a testament to the fact that with opportunity, support, and belief, disability is not a limitation but a dimension of diversity. Echoes Café challenges stereotypes by redefining employability, independence, and entrepreneurship, while also creating a welcoming





space that fosters empathy and social awareness among the wider community. Its journey is both inspiring and instructive for institutions and employers aspiring to adopt inclusive models.

This issue also brings an insightful interview with Kanak Singh Jadaun, International para-badminton player, whose journey exemplifies resilience, discipline, and excellence. The interview captures not only the athlete's sporting achievements on the global stage but also the personal struggles, systemic challenges, and unwavering determination that define her path. Her story serve as a reminder that inclusive ecosystems in sports are crucial for nurturing talent and that success is shaped as much by access and support as by individual effort.

In furtherance of this commitment, UIAC had organized a two-day symposium on 28th & 29th August 2025 on the theme "Inclusive Medicare and Wellness (for Children and Adults with and without Disabilities)". The symposium served as an important interdisciplinary platform to foreground inclusive healthcare, rehabilitation, and wellness across the life course. Key highlights included the launch of Volume-10 of the UIAC E-Magazine, launch of a two-day Basic Course on Inclusive Medicare and Wellness by Team V-Shesh, and the release of a comprehensive Resource Kit titled "Assistive Technology for Disability Inclusion in the Indian Context: Employee Relations Perspective." The symposium was enriched by the presence and insights of distinguished resource persons from healthcare, disability advocacy, academia, and industry, whose expertise and lived



**"Inclusion is not an intent on paper, it is a responsibility in practice."**



experiences underscored the urgent need for accessible, responsive, and inclusive healthcare systems.

Next section of the magazine highlights the event organized by UIAC on the occasion of the International Day of Persons with Disabilities 2025, centered on the theme of “*Fostering Disability Inclusive Societies for Advancing Social Progress*”. The celebrations brought together diverse stakeholders to engage in dialogue, reflection, and action. The highlight of the event is the UIAC Launches which includes Launch of First UIAC UTTHAAN HAST KALA Exhibition by Artisans, Launch of UIAC UTTHAAN Pledge & Tagline, Launch of Poster of Event Case Studies in Disability Driven Society and Launch of Poster of E-magazine volume-11. A notable feature of the event was the participation of artisans with disabilities, who showcased their handmade creations, reflecting creativity, skill, and cultural richness. The exhibition, complemented by visual documentation, reinforced the importance of economic inclusion and visibility of talent within the disability community.

The magazine also includes vibrant segments such as Trivia and News, offering readers curated updates, lesser-known facts, and recent developments in the field of disability inclusion at national and international levels. This section aims to inform, engage, and spark curiosity, making inclusion a subject of everyday conversation rather than an occasional discourse.



**“True social progress can only be achieved when inclusion becomes a lived reality.”**



I extend my sincere gratitude to all the contributors, interviewers, and the editorial support team whose collective efforts have made this magazine possible. Your dedication, creativity, and commitment to the cause of inclusion are deeply appreciated. I hope this magazine serves as a meaningful platform for dialogue, inspiration, and action, and contributes positively to our shared vision of an inclusive and progressive society.

*Shalini Garg*

Warm regards

Prof (Dr) Shalini Garg

Editor-In-Chief- I&A E-Magazine

Director - University Inclusion and Accessibility Cell  
(UIAC UTTHAAN)

University Grievance Redressal Officer (Disability Matters)

Guru Gobind Singh Indraprastha University, Dwarka,  
New Delhi, 110078



**“This magazine  
seeks to amplify  
voices and  
encourage collective  
responsibility.”**



# DISCLAIMER

The views, opinions, and perspectives expressed in the articles, interviews, and other contributions published in this magazine are those of the respective authors and contributors and do not necessarily reflect the official views of the editorial team, the University Inclusion & Accessibility Cell (UIAC-UTTHAAN), or Guru Gobind Singh Indraprastha University. While every effort has been made to ensure accuracy, authenticity, and proper acknowledgment of sources, the responsibility for the content and originality of the material rests solely with the respective contributors.

The editorial team shall not be held liable for any errors, omissions, or consequences arising from the use or interpretation of the information presented.

Readers are encouraged to exercise their own discretion and judgment while engaging with the content of this magazine.

# TABLE OF CONTENTS

9

## COVER STORY

ECHOES CAFE

16

## THE INTERVIEW

### VOICES OF INCLUSION

KANAK SINGH

JADAUN

INTERVIEW COVER

25

## EVENTS BY UIAC

### UTTHAAN - I

INCLUSIVE  
MEDICARE &  
WELLNESS

35

## EVENTS BY UIAC

### UTTHAAN - II

THE INTERNATIONAL  
DAY OF PERSONS WITH  
DISABILITY 2025

48

## UIAC ORGANIZES

### EXHIBITION

HASTKALA

56

## CASE STUDY

UTTHAAN'S VISION  
TO INCLUSION

66

## NEWS UPDATE

THE GROWING  
UNDERSTANDING  
THAT ACCESSIBILITY  
IS A SHARED  
RESPONSIBILITY

72

## INTERACTIVE SECTION

LET'S TEST YOUR  
DISABILITY  
INCLUSION QUOTIENT  
(DIQ)

77

## UPCOMING VOLUME 12 GLIMPSE

COMPETITION  
COVERAGE FOR  
WINNERS



# COVER STORY



# ECHOES CAFE

At the Heart of Hospitality, Where  
Silence Speaks Volumes



### **Echoes by the Numbers**

- Founded: 2015
- Staff: Over 40 deaf & mute employees
- Cities: Delhi, Bengaluru, Kolkata
- Signature Dish Codes: Custom coded menu system for easy non-verbal ordering

In the vibrant café culture of Delhi, nestled between the lively streets and university crowds, there's one place that doesn't just serve food - it redefines the very essence of hospitality. Echoes Cafe, a Delhi-based café proudly operated by deaf and mute staff, stands as a living testament to inclusion, dignity, and the transformative power of opportunity. What happens when a café flips the script on communication and places people with hearing and speech impairments at the centre of the dining experience? The answer is a story worth savouring.

Echoes isn't just another café on the map. From the moment you step inside - whether in Hudson Lane, Satya Niketan, Rajouri Garden, or the newer outlet in Dwarka - the atmosphere instantly feels warm, unhurried, and genuine. The moment you sit, you are handed a menu with codes, a notepad, and a pen. Every dish is assigned a code; guests write down their order, indicating dish numbers and quantities. A small light at each table functions as a calling system: press it and a light cues the staff with efficiency and ease. It's an innovative, intuitive system that makes silence not an obstacle but an elegant feature of the experience.



## Breaking Barriers with Every Smile

The concept of Echoes Cafe was born from an idea that challenged conventional hospitality norms. Launched in 2015 by a group of friends with a shared vision for social impact, the café's mission was simple yet profound: create a space where individuals with hearing and speech impairments are not just employed but are front-facing ambassadors of service and interaction. In an industry where specially-abled individuals are often limited to back-end roles, Echoes chose instead to bring them into the spotlight.

The model is more than symbolic; it is empowering. Today, Echoes has employed over 40 deaf and mute staff members across multiple outlets, including newly



opened location in Dwarka, while its footprint extends beyond Delhi into cities like Bengaluru and Kolkata. This growth reflects not only business success but deep social resonance - a concept that engages diners' hearts as much as their taste buds.

At Echoes, communication is visual, tactile, and personal. Diners learn to interact using signboards, placards, and written cues. Each interaction becomes an exercise in patience, understanding, and connection - teaching those who dine there a different rhythm of communication. The ambience reinforces inclusivity: bright murals, gesture-friendly layout, and thoughtful design elements that enable staff and guests to move seamlessly through shared space.



## **A Menu That Speaks for Itself**

The café's menu mirrors its inclusive ethos - diverse, accessible, and designed to appeal to a wide audience. Guests often praise specialties like tandoori momos, wild mushroom pasta, pizzas, mocktails, and refreshing fruit-based drinks. Whether it's a quick brunch with friends or a relaxed evening, the café delivers quality food with heartfelt service. Reviews from local diners highlight not just the flavours, but the warmth extended by the staff - a quality that leaves a lasting impression long after the meal ends.

Patrons don't just come for the food; they come for the experience - a dining journey where the unspoken becomes expressive, and every gesture carries meaning. In many ways, the café's name itself — Echoes — becomes symbolic: it reflects voices beyond sound, stories of talent echoing into the room through smiles and gestures rather than words.

From Hudson Lane to Dwarka, Echoes is redefining café culture with warmth, style, and inclusive hospitality.

## Designing Inclusion, One Table at a Time

The genius of Echoes Cafe lies not only in its staffing model but also in how thoughtfully it redesigns hospitality workflows to accommodate non-verbal communication. At each table, the integration of light-based calling systems, written menus with codes, and placards for common requests like “water please” or “the bill” ensures that operations function smoothly without spoken words.

This method removes barriers without drawing undue attention to disability - inviting guests to rethink accessibility as experience-driven design rather than accommodation.

Interior spaces are crafted to support visual contact and ease of movement, enabling staff to anticipate needs and engage with guests effectively. Reviews and visits consistently highlight how this approach results in “quick service” and “friendly staff” - descriptors usually reserved for conventional cafés, yet here imbued with deeper social purpose.



# Echoes

## Voices from the Café



Patrons frequently remark on the humbling experience of dining at Echoes. Customers describe feeling a genuine connection, where staff and guests engage as equals - rather than through a lens of ability or limitation. One visitor noted how personal bonds often form; repeat guests become familiar with staff, bridging worlds through thoughtful communication rather than sound. Staff members, too, embody confidence and pride in their roles. Through training and daily interaction, they demonstrate that the non-

14 verbal communication can be expressive, efficient, and deeply human. By participating actively in every aspect of hospitality - from taking orders to guiding guests through the café’s offerings - they redefine who belongs in the service industry and how.



Echoes Cafe's influence extends beyond the boundaries of its walls. Its model inspires conversations about accessible design, employment equity, and inclusive economic opportunities. In an industry not traditionally associated with disability integration, Echoes sets a new benchmark: inclusion is not an add-on; it can be the core value that elevates both service and experience.

The café's expansion across cities and its growing social media following - driven by heartfelt reviews and vibrant community engagement - highlights a deeper truth: when a business anchors itself in purpose, it does more than serve customers - it serves society.



As Echoes continues to expand and evolve, its journey remains rooted in one principle: ability over limitation. In a country where conversations around inclusion are gaining traction but remain incomplete, spaces like Echoes offer a tangible example of what inclusive practice looks like in action. Through thoughtful design, innovative communication systems, and a heartfelt commitment to empowerment, the café invites us all to listen with our eyes, understand without sound, and celebrate diversity beyond assumptions.



THE  
INTERVIEW

# VOICES OF INCLUSION

# Kanak Singh Jadaun

Interview Cover  
Playing Beyond Limits

By Saumya Gupta and Smriti Dwivedy



A para badminton athlete's journey of resilience, representation, and quiet determination.

# Introduction

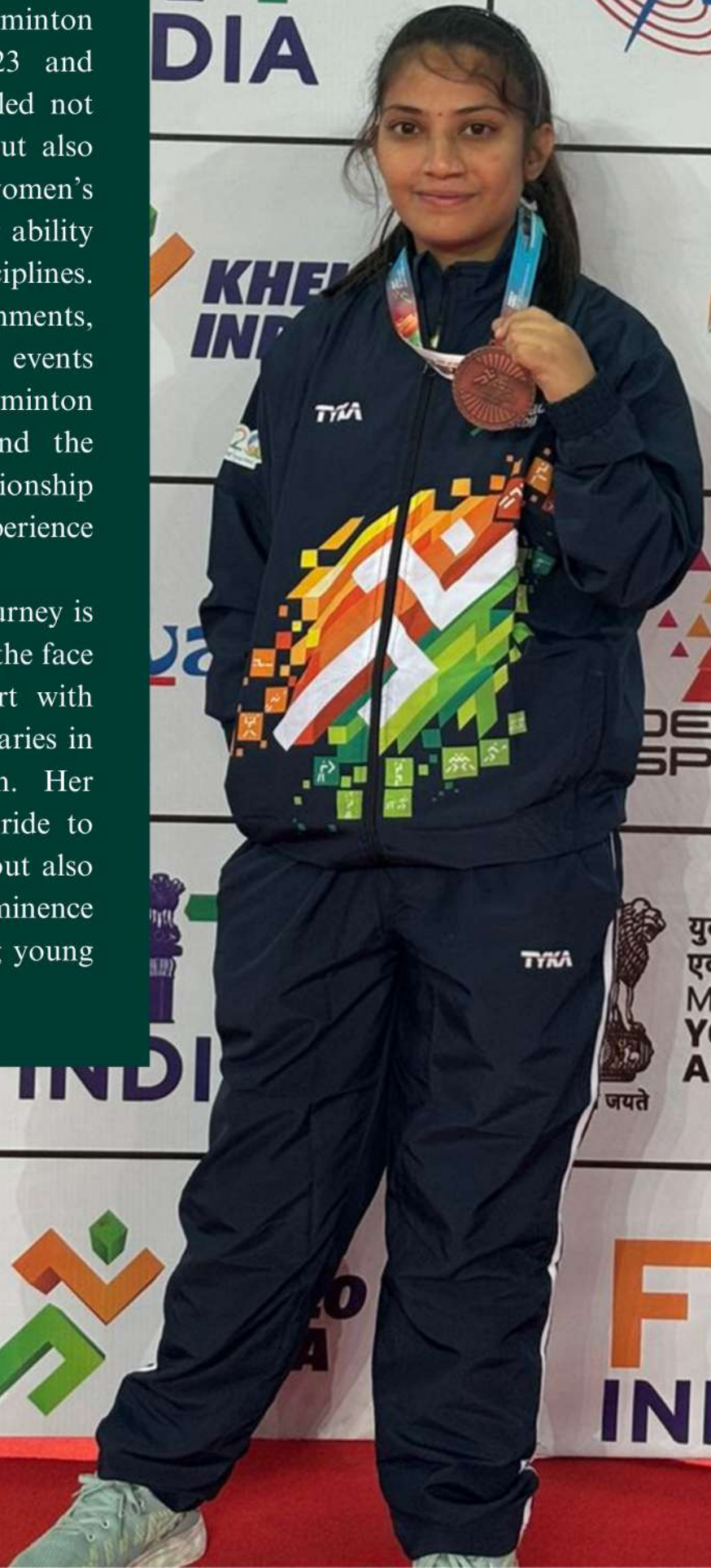
Emerging as one of India's determined young para badminton talents, Kanak Singh Jadaun has steadily carved her place on the national and international stage through grit, resilience, and consistent performance. Hailing from Uttar Pradesh, Kanak has represented India across a range of competitive platforms, bringing home multiple medals and showcasing exceptional skill in the SL4 category.

In 2019, she announced her arrival with a gold medal in discus throw and a silver in the 100-metre sprint at the 4th UP State Para Athletes Championship, demonstrating her versatility and competitive spirit early in her career. She transitioned her athletic strengths into para badminton with remarkable success, earning bronze medals in women's singles SL4 at successive editions of the National Para Badminton Championships in 2020, 2022-23, and 2024.



Kanak's international presence has also been noteworthy. She secured bronze at the Uganda Para Badminton International Tournament 2023 and again in 2025, where she excelled not only in women's singles SL4 but also earned a podium finish in women's doubles SL3-SU5, reflecting her ability to compete strongly across disciplines. In addition to these accomplishments, she has competed at major events including the BWF Para Badminton World Championship 2024 and the Asia Para Badminton Championship 2025, gaining invaluable experience against the world's best.

Beyond the medals, Kanak's journey is a testament to determination in the face of adversity — balancing sport with academics while pushing boundaries in para athletics and badminton. Her achievements not only bring pride to her university and community but also contribute to the growing prominence of para sport in India, inspiring young athletes across the nation.



# Athlete Profile Box

**Name:** *Kanak Singh Jadaun*

**Sport:** *Para Badminton, Para Athletics*

**Category:** *SL4, SL3–SU5*

**Representation:** *India*

**Level:** *National and International*

## KEY ACHIEVEMENTS

Competition	Year	Event	Medal / Status
UP State Para Athletes Championship	2019	Discus Throw, F46	Gold
UP State Para Athletes Championship	2019	100 m Run, F46	Silver
National Para Badminton	2020	Women's Singles SL4	Bronze
National Para Badminton	2022–23	Women's Singles SL4	Bronze
National Para Badminton	2024	Women's Singles SL4	Bronze
Khelo India Para Games	2023	Women's Singles SL4	Bronze
Uganda Para Badminton	2023	Women's Singles SL4	Bronze
Uganda Para Badminton	2025	Women's Singles SL4	Bronze
Uganda Para Badminton	2025	Women's Doubles SL3–	Bronze
BWF Para Badminton World Championship	2024	Women's Singles SL4	Participant
Khelo India Para Games	2024	Women's Singles SL4	Participant
Asia Para Badminton Championship	2025	Women's Singles SL4	Participant

## **An In-Depth Conversation with Kanak Singh Jadaun Resilience, representation, and the pursuit of equality through sport**

**Q1. Your entry into the world of sports came at a turning point in your life. Could you take us through how your journey into athletics began and how that phase shaped your outlook and confidence?**

My journey into sports began during a phase when I was searching for clarity and direction in my life. At that time, I was associated with the Arunima Foundation, where I was engaged in skill based and vocational learning. While sports were not part of the foundation's activities, someone there recognised my potential and encouraged me to explore sports as a path forward.

That suggestion proved to be a turning point. Stepping into the world of sports gave me a renewed sense of confidence and purpose. Through athletics, I learned discipline, resilience, and self belief. What began as a simple piece of advice gradually transformed into a meaningful journey, shaping both my sporting aspirations and my outlook towards life.

**Q2. Transitioning from general athletics to para badminton is a significant decision. What specifically drew you to badminton, and how did the sport begin to resonate with you both mentally and emotionally?**

When I started with athletics, I participated sincerely but did not feel deeply connected to the sport. Over time, I was introduced to badminton, and the experience felt completely different. The game immediately appealed to me because it demanded focus, strategy, and quick decision making, all of which challenged me in a positive way. More importantly, badminton gave me a sense of happiness and emotional satisfaction. Playing did not feel forced or mechanical, it felt natural and fulfilling. As I spent more time on the court, my interest turned into dedication, and I realised that badminton was not just a sport for me but a space where I could truly express myself and grow.

**Q3. Balancing higher education with competitive sport requires immense discipline and time management. How have you structured your routine to ensure consistent progress in both academics and athletics?**

**“Sports gave me confidence at a time when I was searching for direction.”**



FROM

*Determination*

TO  
THE

**WORLD  
STAGE**

Maintaining balance between academics and sport has been one of the most demanding aspects of my journey. I follow a highly structured daily routine that allows me to give equal importance to both. My day begins early with morning training sessions that usually start around 6AM and continue until mid morning. After training, I attend my college classes, which are essential for my academic growth and future stability. Once my classes conclude, I return for evening practice sessions. Although the schedule is physically exhausting at times, planning my day carefully helps me stay focused and organised. This balance has taught me discipline, time management, and the importance of consistency.

**Q4. Representing India and winning medals on the international stage is a defining achievement. How did that moment affect you personally, and what significance did it hold for your family and community?**

Winning an international medal was one of the most emotional and proud moments of my life. Standing on an international platform and representing India made me realise the responsibility that comes with being an athlete. Personally, it was a validation of years of hard work, sacrifice, and perseverance. For my family, especially my parents, the achievement meant even more. Coming from a humble background, seeing their efforts and struggles reflected in my success was deeply moving. It was also a proud moment for my village and community, as it showed that talent and determination can emerge from anywhere.

**Q5. Every sporting journey has unseen struggles behind the scenes. What were some of the most challenging obstacles you encountered during your preparation and competitions?**

One of the most difficult challenges I faced throughout my journey was financial instability. Participating in national and international competitions often requires athletes to manage their own expenses, including travel, accommodation, and equipment. Coming from a modest family, these costs were extremely difficult to bear. Sponsorship opportunities were limited, and institutional financial support was not always available. There were moments when continuing felt uncertain because of these constraints. Despite this, my family stood by me, and their sacrifices gave me the strength to



**“Every medal I win carries my parents’ sacrifices behind it.”**

move forward even when circumstances were discouraging.

**Q6. As a para athlete, you have experienced the system closely. What changes do you believe are necessary to create a more inclusive and supportive environment for para athletes in India?**

I strongly believe that para athletes deserve equal recognition, opportunities, and respect. There needs to be greater awareness about para sports and more consistent institutional support. Financial assistance, quality training facilities, and structured sponsorship opportunities can significantly reduce the burden on athletes. Many para athletes possess immense talent but struggle due to lack of visibility and resources. Creating an environment based on equality rather than sympathy can empower athletes and encourage more individuals with disabilities to pursue sports without hesitation.

**Q7. No athlete succeeds alone. Who has been the most important pillar of strength throughout your journey, and how have they influenced your growth?**

My parents have been the strongest pillars of support in my life. Their belief in me never weakened, even during times of uncertainty and hardship. My father and mother made countless sacrifices to ensure that I could continue training and competing. They encouraged me emotionally, supported me financially to the best of their ability, and constantly reminded me to stay focused on my goals. Their unwavering support has shaped my resilience and determination, and everything I achieve is deeply connected to their faith in me.

**Q8. Looking towards the future, what aspirations continue to motivate you both as a competitive athlete and as an individual?**

My primary sporting aspiration is to represent India at the Asian Games and the Paralympic Games. Competing at such prestigious platforms would be a moment of immense pride for me and my family. Beyond sports, I carry a personal dream of providing a secure and comfortable life for my parents. I aspire to build a home for them and give back in every way possible. These goals keep me motivated and remind me why persistence and hard work are essential.



**“When athletes are given equal platforms, ability speaks for itself.”**

**Q9. Many young athletes struggle with setbacks, criticism, and self doubt. Based on your experiences, what guidance would you like to offer them?**

I would tell young athletes that setbacks are a natural part of any journey. Losing matches, facing criticism, or feeling discouraged does not define one's potential. What truly matters is the willingness to continue learning and improving. Success rarely comes immediately, and it often follows multiple failures. Patience, consistent effort, and belief in oneself are crucial. Every mistake carries a lesson, and those lessons gradually shape a stronger athlete and individual.

**Q10. Motivation can fluctuate, especially during demanding phases of training and competition. How do you stay mentally strong on difficult days?**

On difficult days, I remind myself of my responsibilities and the sacrifices my parents have made for me. Reflecting on my long term goals helps me regain focus and strength. I also accept that challenges are an inevitable part of growth. Instead of feeling discouraged, I try to analyse what I can improve and move forward with renewed determination. This mindset helps me stay grounded and committed even when motivation feels low.

**Q11. Finally, how would you describe your experience of participating in our university's Inclusion and Accessibility focused event?**

Being part of the programme on International Day of Persons with Disabilities was a truly meaningful experience for me. I genuinely felt recognised, not just as an athlete, but as an individual whose journey and efforts were being valued. The way the event was organised, with thoughtful activities and an inclusive atmosphere, made it feel special and welcoming.

What stood out most was the intention behind the programme. The activities were engaging and well planned, and they reflected a sincere effort to promote awareness and respect for persons with disabilities. Being present in such an environment gave me confidence and encouragement.



**“Equality in sports is not about sympathy, it is about opportunity.”**



# EVENTS BY UIAC UTTAMAN

- Event 1 - Inclusive Medicare and Wellness
- Event 2 - International Day of Persons with Disabilities



**Event 1 -  
28th - 29th  
August 2025  
(Inclusive  
Medicare  
and  
Wellness)**



**ASHTAVAKRA INSTITUTE OF REHABILITATION SCIENCES AND RESEARCH**  
Approved by Rehabilitation Council of India



Knowledge Partners

## University Inclusion and Accessibility Cell (UIAC UTTHAAN)

Guru Gobind Singh Indraprastha University, Sec 16C Dwarka, New Delhi  
is organising

### **SYMPOSIUM**

titled

## **Inclusive Medicare & Wellness**

*(for children & adults with & without Disabilities)*

**28th & 29th August 2025**

**(At Main Auditorium, GGSIPU, Dwarka Campus)**

#### Highlights

- Launch of E-magazine volume-10
- Publication with Bloomsbury
- Certificate course on Inclusive Medicare & Wellness



**Chief Patron**

**Prof (Dr) Mahesh Verma**

Vice Chancellor, GGSIPU

Padma Shri Awardee & Dr. B. C. Roy Awardee



**Program Director**

**Prof (Dr) Shalini Garg**

Director: UIAC-UTTHAAN, GGSIPU

University Grievance Redressal Officer- Disability Matters



**Patron**

**Dr Kamal Pathak**

Registrar

GGSIPU

# Inclusive Medicare & Wellness: Reimagining Health, Care, and Dignity at GGSIPU, Dwarka.

## EVENT FLOW FOR DAY 1

1	Opening of the Ceremony and University Leadership
2	UIAC Inaugural Launches
3	Expert Sessions and Thematic Deliberations
4	a. Session on Prosthetics & Assistive Technologies (AT) Solutions By Mr. Amar Garg [Sr. Clinical Manager (Research and Development) and Consultant Prosthetist, Endolite India Ltd.]
5	b. Session on Neuro diversity & Sensory Disabilities & Impairments By Dr Nidhi Singhal (Director Research & Training, Action for Autism)
6	c. Inclusive Medicare & Wellness Certificate Course Introductory Session by Team V-Shesh, Opportunity to Ambition
7	d. Session on Health & Wellness By Ms. Sanjana Mittal (Deputy Director, Ashtavakra Institute of Rehabilitation Sciences and Research, New Delhi)
8	e. Session on Mental Wellbeing By Karishma Chhabra (Co-Founder, Serenity in Motion)

## EVENT FLOW FOR DAY 2

1	Inclusive Medicare & Wellness Certificate Course Session By Team V-shesh, Opportunity to Ambition
2	Closing Reflections

# DAY 1



## OPENING OF THE CEREMONY AND UNIVERSITY LEADERSHIP

As conversations around inclusion expand beyond access to education and employment, healthcare and wellness emerge as equally critical pillars of an equitable society. Recognising this intersection, the University Inclusion & Accessibility Cell (UIAC–UTTHAAN) of Guru Gobind Singh Indraprastha University (GGSIPU) organised a two-day symposium on “Inclusive Medicare & Wellness for Children and Adults with and without Disabilities” on 28–29 August 2025, bringing together voices from medicine, rehabilitation, policy, education, and inclusive practice.

The symposium positioned inclusive medicare not merely as a healthcare concern, but as a broader ethical and social commitment—one that speaks to dignity, empathy, and the collective responsibility of institutions and communities alike.

The symposium was led by Prof. (Dr.) Shalini Garg, Professor of Human Resource Management & Organisational Behaviour, University School of Management Studies (USMS), and Director, UIAC–UTTHAAN, who served as the Programme Director. Under her leadership, UIAC–UTTHAAN continues to foreground inclusion as a lived institutional practice rather than a symbolic ideal.

The inaugural day was graced by the presence of Prof. (Dr.) Mahesh Verma, Hon’ble Vice Chancellor, GGSIP University, and Shri Kamal Pathak, Registrar, GGSIPU, along with other dignitaries. The programme witnessed active participation from over 176 students, representing institutions such as the Ashtavakra Institute of Rehabilitation Sciences & Research, Awadh Centre of Education & Action for Autism, alongside faculty members and invited guests—reflecting the collaborative 29 spirit essential to inclusive healthcare discourse.

# UIAC INAUGURAL LAUNCHES

The symposium also marked the launch of three significant initiatives that extended the conversation on inclusive healthcare beyond the symposium hall:



A Certificate Course on Inclusive Medicare & Wellness, launched in collaboration with V-Shesh, aimed at capacity building and applied learning



A Certificate Course on Inclusive Medicare & Wellness, launched in collaboration with V-Shesh, aimed at capacity building and applied learning



A Resource Kit on Assistive Technology for Disability Inclusion, designed to support accessibility and independence across diverse needs

Together, these initiatives reinforced the university's commitment to sustained engagement, knowledge dissemination, and skill development in the domain of inclusive wellness.

# EXPERT SESSIONS AND THEMATIC DELIBERATIONS

The first day featured a series of sessions that examined inclusive medicare through diverse yet interconnected lenses.

Mr. Amar Singh Garg, Senior Clinical Manager – R&D and Consultant Prosthetist at Endolite India Ltd., spoke on the evolving role of prosthetics and assistive technologies, with a focus on indigenous innovation and accessibility. His session highlighted how locally developed solutions can significantly enhance affordability and reach.



Dr. Nidhi Singhal, Director – Research & Training, Action for Autism, New Delhi, offered insights into neurodiversity, emphasising the importance of creating meaningful, dignified lives for individuals with sensory differences. She underscored the need to shift from deficit-based approaches to strengths-oriented frameworks.



Representing V-Shesh, Ms. Ivasmita, Ms. Vaishnavi Ganesh, and Ms. Rashi Gupta shared practices around inclusive recruitment, accessibility frameworks, and systemic policy change, illustrating how inclusion can be embedded within organisational ecosystems.

Dr. Sanjana Mittal, Deputy Director, Ashtavakra Institute of Rehabilitation Sciences & Research, addressed health and wellness through the lens of emotional balance, human values, and inclusivity, highlighting the interconnectedness of mental and physical wellbeing.



Adding a creative dimension, Ms. Karishma Chhabra, Co-founder & CEO, and Ms. Nainika Mukherjee, Co-founder & COO of Serenity in Motion, led an interactive session on resilience, healing, and Dance Movement Therapy, demonstrating the role of the arts in fostering inclusive wellbeing.





# DAY 2



The second day of the symposium focused on capacity building and experiential learning, led by the V-Shesh – Opportunity to Ambition team. The Basic Certificate Course on Inclusive Medicare & Wellness was imparted to over 100 students from institutions including Action for Autism, National Centre for Autism India, Ashtavakra Institute, and Awadh Centre of Education. The course was formally launched by Prof. (Dr.) Mahesh Verma, further strengthening the university's commitment to applied inclusion education.

The session introduced participants to Indian Sign Language, encouraging recognition of non-verbal communication as a vital aspect of accessibility. This was followed by an awareness quiz on Persons with Disabilities, addressing disability etiquette and everyday interactions. A “Myth Busters” segment challenged commonly held misconceptions, while discussions on assistive technologies and inclusive healthcare tools expanded understanding beyond physical accessibility to cognitive and sensory inclusion.

Participants were also introduced to AI-enabled tools such as Seeing AI, along with key government initiatives like the ADIP Scheme, which supports access to aids and appliances for persons with disabilities.



# DAY 2



## CLOSING REFLECTIONS

The symposium concluded with a warm closing ceremony and vote of thanks, during which certificates were distributed to participants, volunteers, and faculty members in recognition of their engagement and contribution. The organising team of UIAC–UTTHAAN expressed gratitude to speakers, collaborators, and attendees for collectively shaping a space for dialogue, learning, and advocacy.

Through this two-day engagement, GGSIPU reaffirmed its commitment to fostering an environment grounded in accessibility, empathy, and inclusive growth, positioning healthcare and wellness as shared societal responsibilities rather than isolated services.



**Event 2 -  
3rd December  
2025  
(International  
Day of  
Persons with  
Disabilities)**





ASHTAVAKRA INSTITUTE OF REHABILITATION  
SCIENCES AND RESEARCH  
Approved by Rehabilitation Council of India



Echoes



University Inclusion and Accessibility Cell (UIAC UTTHAAN)

Guru Gobind Singh Indraprastha University, Sector 16 C Dwarka, New Delhi  
*celebrates*

# “International Day of Persons with Disabilities”

**UN theme 2025:**

**“Fostering Disability Inclusive Societies for Advancing Social Progress”**

*At Seminar Hall E, GGSIPU, Dwarka Main Campus*

*On  
3<sup>RD</sup> December 2025*



**Chief Ptron**  
**Prof (Dr) Mahesh Verma**

*Vice Chancellor, GGSIPU  
Padma Shri and  
Dr. B.C Roy Awardee*



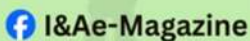
**Program Director**  
**Prof (Dr) Shalini Garg**

*Director: UIAC UTTHAAN, GGSIPU  
University Grievance Redressal Officer  
(Disability Matters)*

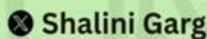


**Patron**  
**Dr Kamal Pathak**

*Registrar  
GGSIPU*



I&Ae-Magazine



Shalini Garg



uiacutthaan



uiacutthaan

**EVENTS ORGANISED BY  
UIAC UTTHAAN  
FOR SENSITIZATION AND AWARENESS  
REGARDING DISABILITY INCLUSION AND  
ACCESSIBILITY  
ON  
THE INTERNATIONAL DAY OF PERSONS  
WITH DISABILITY 2025.**

## EVENT FLOW

1	Opening of the Ceremony
2	UIAC Inaugural Launches
3	Voices from the Podium
	a. Address by: Prof (Dr) Shalini Garg Director UIAC UTTHAAN GGSIU
	b. Address by Chief Guest: Dr. R. Manoj Kumar Joint Secretary, University Grants Commission, (Ministry of Education, Govt. of India)
	c. Address by Patron: Shri Kamal Pathak, Registrar, Guru Gobind Singh Indraprastha University
	d. Address by Distinguished Guest: Prof (Dr.) Chitra Kataria Principal, Indian Spinal Injuries Centre, (ISIC), Delhi
	e. Resource Person 1 Prof (Dr) Hemlata Director from Disabilities Studies Centre IGNOU
	f. Resource Person 2 Dr. Santosh Kumar: Expert in Pediatric Occupational Therapy (OT)
	g. Resource Person 4 Dr. Sanjana Mittal (Deputy Director, Ashtavakra Institute of Rehabilitation Sciences and Research, New Delhi)
4	Interactive Session with Para-Badminton Athlete Kanak Singh Jadaun
5	Nukkad Natak and Performative Storytelling

# FOSTERING DISABILITY - INCLUSIVE SOCIETIES

## OPENING OF THE CEREMONY:

As true social progress is measured by how inclusively societies are designed, the University Inclusion and Accessibility Cell (UIAC UTTHAAN) of Guru Gobind Singh Indraprastha University, Dwarka (GGSIPU) organised a comprehensive and multi-dimensional observance of the International Day of Persons with Disabilities on 3rd December 2025.

The programme was organised in alignment with the United Nations Theme 2025: “Fostering Disability Inclusive Societies for Advancing Social Progress”, highlighting the need to move beyond symbolic inclusion and towards sustained institutional, social, and cultural transformation.

The event was conceptualised and directed by Prof. (Dr.) Shalini Garg, Program Director, Director, UIAC UTTHAAN, and University Grievance Redressal Officer (Disability Matters), GGSIPU and was held in the Chief Patronship of Prof. (Dr.) Mahesh Verma, Hon’ble Vice Chancellor, Padma Shri and Dr. B.C. Roy Awardee, and Dr. Kamal Pathak, Registrar, GGSIPU, as Patron.

The celebration also witnessed the presence of Dr. R. Manoj Kumar, Joint Secretary, University Grants Commission (UGC), Ministry of Education, Government of India, along with special guest Ms. Kanak Singh Jadaun, International Para-Badminton Athlete.

A sign-language rendition of “Vande Mataram” by the students of the Ashtavakra Institute kickstarted the celebration and helped shed light on the central message of the event that inclusion is not an add-on, but a foundational value, woven into the very fabric of social and institutional life.

# UIAC INAUGURAL LAUNCHES



Following the opening rendition, the event witnessed the launch of key publications and initiatives dedicated to advancing discourse on disability inclusion, accessibility, and social impact.

- **UIAC-UTTHAAN Pledge & Tagline – “Inclusion is our duty & accessibility is our promise”.**
- **11th Volume of the UIAC UTTHAAN E-Magazine, with a feature interview of Ms. Kanak Singh Jadaun and a cover story by Sahib S. (Echoes Café).**



- **Poster launches for the upcoming Case-Study initiative on a Disability-Driven Society.**
- **UIAC UTTHAAN’s first ever HAST KALA Exhibition, showcasing artwork by artisans with disabilities.**

These initiatives unveiled during the inaugural session reaffirmed the role of academic institutions as custodians of inclusive thought leadership.



# VOICES FROM THE PODIUM

The intellectual core of the event was shaped by insightful addresses given by distinguished speakers representing academia, policy, healthcare, rehabilitation, and disability studies.

Prof. (Dr.) Shalini Garg, Programme Director of the event, delivered the inaugural address, where she emphasised that true social progress cannot be measured solely through economic growth or technological advancement, but must be evaluated by a society's ability to embrace every individual with dignity and equity. She drew attention to the often-overlooked attitudinal stressing that inclusion must be practised consistently in everyday actions.



In his keynote address, Dr. R. Manoj Kumar, Joint Secretary, University Grants Commission (UGC), Ministry of Education, Government of India, reframed the discourse on accessibility by asserting that inclusion cannot be reduced to physical modifications alone. Anchoring his remarks in the Rights of Persons with Disabilities Act, 2016, he highlighted how persons with disabilities continue to face layered barriers— including stigma, poverty, discrimination, lack of assistive technologies, and inadequate rehabilitation—he emphasised independent living as central to dignity, autonomy, and true inclusive social development.






Shri Kamal Pathak, Registrar, Guru Gobind Singh Indraprastha University, focused on the bringing attention to the role of universities in translating inclusive intent into actionable practices. Also mentioned GGSIPU's ongoing efforts to create a responsive, accessible, and supportive environment for students with disabilities.

Prof. (Dr.) Chitra Kataria, Principal, Indian Spinal Injury Centre (ISIC), addressed the persistent and deep-rooted social stigma surrounding disability, which continues to limit opportunities and participation for persons with disabilities. She urged collective responsibility in dismantling these entrenched mindsets, emphasising that true inclusion requires societal willingness to challenge prejudice and recognise ability beyond physical limitations.



Mr. Amar Singh Garg, Senior Clinical Manager – R&D and Consultant Prosthetist at Endolite India Ltd., spoke on the evolving role of prosthetics and assistive technologies, with a focus on indigenous innovation and accessibility. His session highlighted how locally developed solutions can significantly enhance affordability and reach.

A woman with dark hair, wearing a patterned sari, is speaking at a podium. The podium has a logo that says 'WELLNESS' inside a star shape. She is gesturing with her hands while speaking into a microphone.

Prof. (Dr.) Hemlata, Director, Disability Studies Centre, Indira Gandhi National Open University (IGNOU), highlighted the critical role of community participation and early sensitisation in building sustainable models of inclusion. She stressed that awareness must begin at the student level, fostering empathy, responsibility, and long-term engagement with disability inclusion. Her address underscored that inclusive societies are built not only through policy, but through informed and conscious communities.

Dr. Sanjana Mittal, Ashtavakra Institute of Rehabilitation Science & Research, offered a deeply engaging and experiential session that combined visual storytelling with interactive engagement. She presented videos showcasing the lived experiences of students from the Ashtavakra Institute, along with a widely viewed inclusion-focused short film. Through these narratives, she explored the deeper meaning of inclusivity and concluded her session with an energising group activity, reinforcing the idea that inclusion is best understood when it is both seen and felt.



# INTERACTIVE SESSION WITH PARA-BADMINTON ATHLETE KANAK SINGH JADAUN

One of the most engaging segments of the programme was the interactive session with Ms. Kanak Singh Jadaun, international para-badminton athlete, whose conversation with the audience offered insight into the lived realities behind sporting achievement. The session moved beyond accolades, focusing instead on the experiences, support systems, and values that have shaped her journey.

Responding to audience questions, Ms. Jadaun spoke about the importance of perspective, sharing how she draws motivation from individuals who navigate even greater physical challenges. She acknowledged the consistent support of her parents, particularly recalling her father's emotional response to her first medal win — a moment that reflected years of perseverance and belief. She also addressed the financial challenges her family faced while supporting her training, highlighting an often-overlooked aspect of athletic development.



Faith and discipline emerged as central themes during the interaction. Ms. Jadaun emphasised the importance of maintaining self-belief, valuing guidance, and remaining committed through periods of uncertainty. She encouraged the audience to adopt respectful and inclusive attitudes towards persons with disabilities, stressing that dignity and equal regard are essential to meaningful inclusion.

The session concluded on a reflective note when Ms. Jadaun recited a poem based on her personal experiences, offering a thoughtful glimpse into her journey beyond competition. In a moment of shared engagement, she presented signed special-edition shuttlecocks, dedicating one to UIAC-UTTHAAN and sharing others with the audience, creating a sense of connection that resonated strongly with those present.

# ART AS ADVOCACY: NUKKAD NATAK AND PERFORMATIVE STORYTELLING

Deepening the emotional resonance of the programme, members of the UIAC-UTTHAAN team presented a nukkad natak (street play) rooted in the philosophy of Vasudhaiva Kutumbakam — “The World Is One Family.” Through performative storytelling, the play depicted the journeys of three real-life achievers with disabilities, translating abstract ideals of inclusion into powerful human narratives.

The performance portrayed Deepa, a blind women’s cricket medalist; Sudha, a dancer who performs with a prosthetic leg; and Arun, a mountaineer with a lower-limb disability who successfully scaled Mount Everest. Each story unfolded as a testament to courage, perseverance, and the refusal to be defined by limitation.

The nukkad natak struck a chord with the audience, reinforcing the message that inclusion is not charity, but recognition of shared humanity, and that achievement flourishes when opportunity replaces prejudice.







# Competition Winners



# POETRY RECITATION COMPETITION

- Shreya Oberoi
- Dhani Jain
- Menika Sajwan

# DEBATE COMPETITION

- Shobhit
- Tanvi

# DIGITAL POSTER MAKING

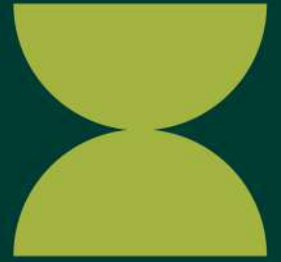
- Rashi
- Bhavna tanwar

# SHORT FILM COMPETITION

- Debashish maji
- Kajal and Singhda

# CASE STUDY COMPETITION

- Jyot Kaur
- Aswathy Vijay





**UIAC**  
ORGANIZES  
**EXHIBITION**

# University Inclusion and Accessibility Cell (UIAC UTTHAAN)

Guru Gobind Singh Indraprastha University, Sector  
16 C Dwarka, New Delhi

*organizes*

# Hast Kala

3 DECEMBER 2025



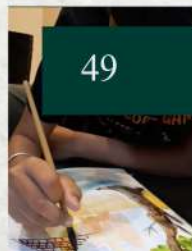
▶ EXHIBITOR - 1  
Family of Disabled



**HAST KALA**  
Exhibition:  
Crafting Inclusion  
Through Art,  
Enterprise, and  
Expression



▶ EXHIBITOR - 3  
Aarush Gupta -  
Independent Artisan



# HAST KALA

## Crafting Inclusion Through Art, Enterprise, and Expression

On 3 December, observed globally as the International Day of Persons with Disabilities, the University Inclusion and Accessibility Cell (UIAC–UTTHAAN) organised HAST KALA, an inclusive handicraft and art exhibition at Guru Gobind Singh Indraprastha University. Aligned with the United Nations theme “Fostering Disability Inclusive Societies for Advancing Social Progress”, the exhibition presented creativity as a medium for dignity, participation, and social engagement.

HAST KALA was designed as a purposeful platform where artists with disabilities presented their work as creators and contributors. The exhibition moved beyond display to become a space of interaction, dialogue, and learning, bringing together students, faculty members, and visitors from diverse academic backgrounds.

### At a Glance

Event: HAST KALA

Occasion: International Day of Persons with Disabilities

Date: 3 December

Organised by: UIAC UTTHAAN

Focus: Art, accessibility, and inclusive participation

## Art, Craft, and Participation

The exhibition featured a wide range of handcrafted products, including traditional crafts, contemporary artworks, and functional designs. Each piece reflected individual creativity and lived experience, emphasising craftsmanship as both self-expression and livelihood.

Direct interaction between visitors and artists played a central role in shaping the experience. Conversations around creative processes and inspiration encouraged appreciation rooted in respect rather than sympathy. Through this engagement, the exhibition challenged preconceived notions of ability and reinforced the idea that inclusion is built through recognition and opportunity.

HAST KALA foregrounded artists as entrepreneurs, highlighting economic participation as a critical dimension of inclusion. Craft emerged not only as artistic output, but also as a pathway to confidence, independence, and visibility..



## Creating Spaces That Empower

One of the most defining aspects of HAST KALA was its intent. The exhibition was not designed as a symbolic gesture but as a purposeful initiative to amplify voices that are often underrepresented. Every element, from layout to interaction, reflected careful thought towards accessibility and participation.

The presence of students, faculty members, and visitors from across disciplines created an atmosphere of openness and engagement. Conversations flowed naturally, with art acting as the starting point for deeper discussions around inclusion, accessibility, and the role of institutions in fostering equitable opportunities.

By placing artists at the centre of the experience, HAST KALA shifted the focus from assistance to appreciation. It encouraged the university community to view disability not as a barrier to creativity, but as part of a diverse human experience that enriches cultural and social spaces.

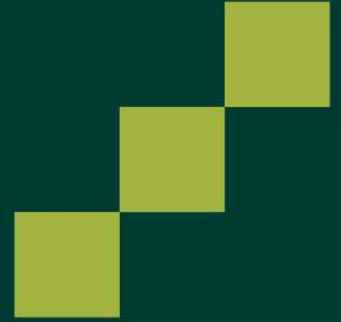
## Leadership Reflections and Institutional Commitment

Speaking on the significance of the exhibition, Shalini Garg, Director of UIAC UTTHAAN, emphasised that inclusion must be experienced, not merely discussed. She highlighted that initiatives like HAST KALA are essential in creating platforms where individuals with disabilities are recognised for their talent, resilience, and contribution to society.

The event also reflected the broader vision of the university leadership. Mahesh Verma, Hon'ble Vice Chancellor, reiterated the university's commitment to building an environment where diversity is celebrated and inclusion is integrated into academic and cultural life. Such initiatives, he noted, are critical in translating policy into practice and values into action.

Together, these perspectives reinforced the idea that institutional support plays a vital role in shaping inclusive ecosystems where creativity and opportunity can thrive.

# HAST KALA : EXHIBITORS IN FOCUS



## Stories, Skill, and Self Expression on Display

One of the most compelling aspects of the HAST KALA exhibition was the diversity of voices represented across its stalls. Each exhibitor brought a distinct perspective on creativity, independence, and inclusion, transforming the exhibition into a shared space of learning and appreciation. From individual artistic expression to structured vocational empowerment, the stalls reflected the many ways in which talent finds form when given opportunity.



# Aarush Gupta

## Art as Expression Beyond Words



At just thirteen years old, Aarush Gupta emerged as one of the youngest and most striking exhibitors at HAST KALA. Diagnosed with autism, Aarush channels his imagination and emotions into vibrant visual art, using colour, form, and detail as his primary language of expression.

His stall featured original artworks that reflected not only technical skill, but also a deeply personal connection to creativity. Each piece carried its own rhythm and narrative, inviting viewers to pause and engage with the artist's perspective. For many visitors, Aarush's work challenged conventional ideas about age, ability, and artistic voice.

What made his presence particularly powerful was the sense of confidence and ownership with which he presented his work. Aarush's participation highlighted the importance of early encouragement and visibility for young artists with disabilities, reaffirming that creative platforms can play a crucial role in nurturing self belief and independence.



# Action for Autism Building Skills, Creating Pathways



Another significant presence at the exhibition was Action for Autism, a pioneering organisation that has played a foundational role in advancing the rights and inclusion of individuals with autism in India. Through its Aadhaar Vocational Centre, the organisation showcased a wide range of handcrafted products created by young autistic adults.

The stall featured items such as handmade greeting cards, diyas, gift bags, storage boxes, textiles, accessories, and decorative products, all developed through structured vocational training. These products are not merely craft items, but outcomes of a production oriented workplace model that focuses on skill development, routine, and economic participation.

What set Action for Autism's stall apart was its emphasis on sustainability and dignity. Revenue generated through product sales is reinvested into raw materials and stipends for the young adults working at the vocational centre, creating a self sustaining ecosystem of empowerment. The display at HAST KALA reflected how vocational training, when approached thoughtfully, can translate into meaningful employment and long term independence



# Family of Disabled Handcrafted Livelihoods with Purpose



The Family of Disabled stall offered visitors a glimpse into a grassroots initiative focused on livelihood creation for persons with disabilities and their families. The products on display included hand painted mini easels and decorative art pieces, each crafted with care and individuality.

While modest in scale, the stall represented a larger philosophy, that handmade products can serve as tools of economic inclusion. By supporting such crafts, buyers directly contribute to sustainable income opportunities for families navigating disability related challenges.

The visual appeal of the artwork, combined with its purpose driven creation, resonated strongly with visitors. Family of Disabled's participation reinforced the idea that inclusion also means supporting community based enterprises that prioritise dignity, creativity, and self reliance over charity based models





# CASE STUDY



# Utthaan's Vision to Inclusion:

How Directing Shaped an Accessibility-Oriented Event

**Authors: Ashima Chand, Niharika Sharma**  
**| Co-Author: Nikita Sinha**

## INTRODUCTION

The UIAC-Utthaan event, centered on Inclusive Medicare & Wellness for children and adults with and without disabilities, organized on 28th and 29th August 2025, was designed as a large-scale, student-led initiative aimed at promoting inclusion, accessibility, and awareness for differently-abled individuals. The successful execution of this event was supported by the effective application of the four core directing functions of management - Leadership, Motivation, Communication and Supervision - across multiple coordinating teams such as Technical, Photography & Social Media, Anchoring, Decoration, Escorting, Stage Management, Hospitality, Registration and Discipline. Each one of them played a key role in the success of this event. And it wasn't just an event– it was our real-life management lab, where theory met action.

## OBJECTIVE

The objective of this case study is to provide a comprehensive understanding of how the four directing functions- Leadership, Motivation, Communication and Supervision- worked together to influence both the process and the outcomes of the event. By analyzing their various interactions, the case study aims to show that the event's success was not a result of isolated actions, but of an integrated managerial approach that brought people, tasks, and purpose into alignment.



## THIS STUDY SEEKS TO:

- Evaluate the different leadership styles adopted by event heads and team leaders, and how these styles influenced team performance and responsiveness during challenges.
- Understand the sources and impact of motivation- both intrinsic and extrinsic - on volunteer participation and commitment toward the event goal of inclusion and accessibility.
- Analyze communication channels, feedback mechanisms, and real-time coordination methods that enabled smooth synchronization between teams before and during the event.
- Assess the effectiveness of supervisory practices used to maintain discipline, streamline workflows, allocate responsibilities, and ensure resource efficiency. Through the lens of the event, this case study highlights how directing functions, if implemented in a thoughtful and cohesive manner, not only enhance operational efficiency but also strengthen the social and emotional impact of an initiative- demonstrating the vital role of management practices in empowering students to create purposeful, value-driven experiences.

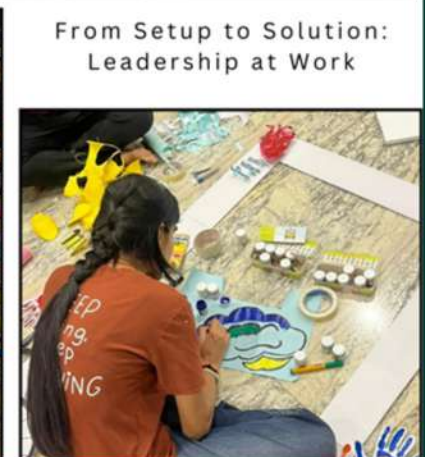
## PROBLEM STATEMENT

Managing a multi-team event like UIAC-UTTHAAN's two-day symposium on Inclusive Medicare & Wellness posed several managerial challenges for which continuous directing efforts were required. Thus, the core problem provided in this case study is: How can diverse background students and their team be effectively guided, motivated, communicated with, and supervised to deliver an event that is properly coordinated, inclusive, and socially meaningful within limited time and resources? The event management committee faced several real-time challenges- from navigating different team dynamics and ensuring quick communication during heavy crowd flow, to maintaining the right balance between individual autonomy and necessary discipline. Keeping volunteers motivated during stressful moments was another major concern. This case study shows how these challenges were handled and how directing functions enabled the event to achieve its purpose of accessibility and inclusion.

## CASE BODY

As the execution of the event unfolded, it repeated the testing of its directing functions, especially when the team faced the series of challenges that defined the entire experience. Even before the event began, the planning stage itself showed how leadership and communication worked hand in hand. Throughout the event, the organizing committee consistently used WhatsApp groups, Google Meets, and Google Forms to coordinate schedules, assign each team's responsibilities, collect availability, and clarify the expectations and resolve confusions. These tools ensured that every volunteer- irrespective of the team- remained properly aligned with the event's vision. The leaders of the team maintained transparency, encouraged & resolved questions, and kept two-way communication running. This helped in building confidence and reduced

confusion well in advance, before the on-ground challenges appeared. One of the earliest disruptions came in the form of- The Triple Venue Shift, where the venue had to be changed not once, not twice, but three times in a row due to unavoidable conditions of availability and conflicts. This created immediate confusion- specially with the decor team, they made art and craft decorations which had to be packed carefully and moved, customized with every venue, then with the other teams - volunteers were scattered, and every minute lost could affect the event timeline. What really emerged strongly during this



From Setup to Solution:  
Leadership at Work

**Visuals highlighting leadership in action during pre-event decoration and real-time problem-solving by the technical team.**

moment was leadership, not in just the theoretical sense but in its most practical form. The event heads maintained their composure, gave quick verbal cues, and offered a clear picture of what needed to be done next. Instead of letting the chaos spread, they created a sense of direction by taking charge and making decisions with confidence, helping volunteers trust that the situation was still under control. However, this repeated movement of stationary and decoration items came out as a toll on everyone, especially the volunteers who had already been working long hours. And this is where the second challenge- Maintaining Morale During Stress- revealed the importance of motivation in the directing process. Even though exhaustion was clearly visible on the faces and frustration was natural, the team leaders made continuous deliberate efforts to keep the morale - the spirits high. They appreciated and acknowledged the volunteer's efforts, cracked light jokes to lighten the atmosphere and gave short breaks to reboot energy. This reinforcement acted as an emotional buffer and turned fatigue into resilience. It showed how motivation is not always about incentives, it is often about helping people feel that their work, efforts matter, especially when the circumstances are challenging and require immediate responses. Another challenge that the team had to deal with was related to immediate responsiveness on the ground during the event itself: there was a mismatch in the last name of the speaker between the background banner displayed by the Technical Team and the one

in the Anchoring Team script. The very moment this difference was discovered, there had to be instant communication to verify the accurate last name for consistency on stage before the final showdown.



**Recognition in action: Applause reinforcing volunteers' commitment and enthusiasm.**

in the Anchoring Team script. The very moment this difference was discovered, there had to be instant communication to verify the accurate last name for consistency on stage before the final showdown.



**Hands-on supervision, guiding the team through every step of the event.**

Another challenge arose when new guests came in and some that were scheduled according to the plan did not. The Anchoring Team updated their script, the Escorting Team sorted out the arrivals, the Technical Team adjusted the displays, and the Stage Management Team facilitated the seating, seamlessly welcoming guests into the event without disruptions.

All these situations required immediate coordination, and it was then that effectiveness of communication came into play as the main directing function. Obviously, there was no time for lengthy discussions- the team had to and did use quick real-time communication devices like walkie-talkies to rectify the discrepancy. Again, clarity and speed of interaction prevented a potential bottleneck, further establishing how important open lines of communication are during live operations.

As pressure increased during the movement from the third venue to the final one, another challenge surfaced- Ensuring Quality and Accountability During Relocation. With so much happening simultaneously, it was easy for resources to be misplaced or for volunteers to lose track of responsibilities. These instances particularly pointed out the need for the right supervision. Planning the relocation, the Event heads assigned the locations in the auditorium that needed to be occupied by separate groups; checked and rechecked the seating arrangements, guiding volunteers to their relocated positions, ensuring that safety policies and plans were not overlooked amidst the chaos and hustle. Because of their presence and organized scrutiny, amidst all the confusion, the standards of the event were uncompromised. The most complex challenge, however, was Coordinating Diverse Team Approaches. Different teams required different directing styles: the Technical Team responded best to a democratic approach where ideas and creative solutions



were welcomed, while the Discipline Team functioned best under a directive style that emphasised clarity and authority. Whereas the Photography team thrived under flexible, non-intrusive guidance. Here too, the stronger directing function was leadership, but this time in a nuance i.e. adaptive leadership. The event heads had to shift styles continuously, ensuring that each team felt supported in the way that befitted their nature and responsibilities. This adaptability showed that leadership is not one size fits all; effective leaders know when to take charge, when to collaborate, and when to step back. All these challenges when put together shaped the directing foundation of the UIAC-Utthaan event. Each of these incidents strengthened a different function: leadership through crisis navigation, motivation through fatigue, communication through real-time problem solving, and supervision through structured oversight. Rather than being bottlenecks, these challenges were learning touchpoints that cumulatively made the directing process of this event stronger.



**Celebrating the successful culmination of a thoughtfully executed and impactful event reflecting teamwork and collective achievement.**

## ANALYSIS

The execution of the UIAC-Utthaaan event demonstrates how the four directing functions- Leadership, Motivation, Communication and Supervision- collectively shaped the event's success by aligning people, tasks and responsibilities toward a shared purpose of inclusion. The leadership approach adopted by the event heads played a central role in influencing volunteer behaviour and team coordination. By clearly communicating the vision of accessibility and social awareness, event heads enabled volunteers to internalize the event's purpose. Their ability to adapt leadership styles- using democratic methods for creative teams and directive styles for discipline-oriented teams- ensured that every group functioned optimally according to its operational needs. This flexibility strengthened team cohesion and improved responsiveness during unexpected challenges. Motivation throughout the event blended intrinsic purpose with extrinsic reinforcement. By connecting volunteer work to a meaningful cause, event heads enhanced internal commitment, while recognition and trust strengthened morale. The motivational climate reflected principles of Maslow's Hierarchy of Needs theory, ensuring volunteers' physiological, and self esteem-related needs were met. Communication functioned as the central coordinating force within the event, ensuring alignment between planning, execution, and monitoring activities. Clear pre-event communication helped establish expectations, assign responsibilities, and synchronize tasks across teams, reducing ambiguity and improving preparedness. During execution, continuous communication enabled smooth coordination by keeping all teams updated, facilitating quick decision-making, and maintaining operational flow. The use of structured channels ensured that information moved efficiently. Overall, communication enhanced clarity, cohesion, and consistency, allowing diverse teams to work collectively toward the event's objectives. Supervision was applied flexibly, combining direct oversight for tasks requiring control with indirect supervision for functions that benefited from expertise-driven autonomy. This balanced supervisory approach ensured accountability while maintaining efficiency and creativity. Resource management was proactive, preventing fatigue and maintaining consistent performance across teams. Overall, the interplay of leadership, motivation, communication, and supervision resulted in a well-integrated directing process.

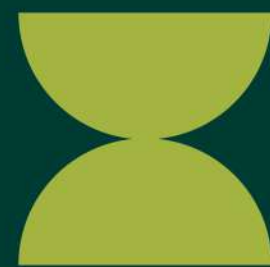
## KEY LEARNINGS

- Leadership should be adaptable and flexible: Different teams needed different leadership styles- creative teams thrived with democratic guidance, while discipline teams required directive leadership.
- A clear and shared vision unifies all the teams: When volunteers grasp the event's purpose, their efforts become aligned and more meaningful.
- Extrinsic motivators reinforce performance: Appreciation, certificates, recognition and trust, lifted morale and sustained volunteer enthusiasm.
- Effective communication is essential for coordinated events: Using WhatsApp, Google Sheets, briefings, walkie-talkies, and phone calls ensured that teams stayed informed and responsive.
- Real-time problem solving depends on quick feedback: The Technical Team requested the Anchoring Team to announce that the participants should give their digital impressions near the podium. When the initial announcement was missed, the message had to be quickly repeated. This reflects fast, real-time communication prevented oversight during the event.
- Supervision should balance autonomy with accountability: The Technical and Photography teams did better with indirect supervision, while the Discipline team needed close monitoring.
- Role clarity reduces confusion and boosts productivity: Clear instructions regarding responsibilities, schedules and expectations helped volunteers function efficiently.
- Resource management enhances performance under pressure: Duty rotation and cross-team support prevented burnout and maintained steady performance.
- Management functions work best when they work together: Leadership, motivation, communication, and supervision supported each other, helping the event run smoothly.

## CONCLUSION

To conclude, the UIAC-Utthaan event clearly showed how directing functions of management work together when applied in a real setting. Throughout the event, the student teams were guided by a common purpose, and this shared understanding helped them stay coordinated despite having different roles and responsibilities. The way leadership was practiced, it gave volunteers clarity and confidence, motivation kept their energy and involvement steady, communication maintained a smooth flow of information and supervision ensured that every task stayed on track. When these functions worked in harmony, the event became more than just a coordinated task- it transformed into an experience that showed how management, when guided by intention and sincerity, leads not only to better outcomes but to meaningful impact. What stood out the most was seeing classroom concepts come alive in real situations. The event proved that with careful planning, flexibility, and strong teamwork, students are fully capable of managing large-scale initiatives with both professionalism and purpose. Ultimately, it reminds us that well-directed efforts can create real change, demonstrating the value of strong management practices in bringing people together and achieving a common goal.





# NEWS UPDATE

# NEWS UPDATE

The latter half of 2025 witnessed significant developments in the advancement of inclusion and accessibility across public institutions and social systems. Efforts during this period reflected a growing emphasis on translating policy commitments into practical and participatory frameworks. These updates highlight initiatives and milestones that underscore the importance of dignity, equitable access, and meaningful participation. Collectively, they illustrate progressive steps towards strengthening inclusive practices within contemporary society.



## Supreme Court Bats for Including Disability Rights in Corporate Social Responsibility



### RIGHTS OF PERSONS WITH DISABILITIES ACT

The Supreme Court of India, in a significant ruling delivered on January 13, 2026, underscored that the rights and inclusion of persons with disabilities must form an integral part of Corporate Social Responsibility (CSR) frameworks in India. The judgment reinforces the idea that disability inclusion is not merely a welfare initiative but a core human rights obligation aligned with constitutional values.

The ruling came while the apex court was examining issues related to disability inclusion in the workforce, in a case involving Coal India Limited. The court observed that corporate entities should view the inclusion of persons with disabilities as a strategic and ethical responsibility rather than a compliance-driven exercise. In its observations, the court pointed out that disability inclusion should be

treated as a strategic advantage for businesses. An inclusive workforce, it said, enhances innovation, diversity of thought, and organisational resilience. The judges emphasised that corporate India must move away from tokenism and adopt structured, outcome-oriented CSR programmes that enable persons with disabilities to participate fully and productively in economic life.

The ruling also serves as a broader signal to companies that CSR is not limited to environmental sustainability or community welfare alone, but equally encompasses social inclusion and human rights. By embedding disability rights within CSR strategies, corporations can contribute to long-term, sustainable development while fulfilling their social and ethical responsibilities.



## MIXED DISABILITY T20I SERIES MARKS INCLUSIVE SPORTS MILESTONE

In a historic sporting development, India launched the Mixed Disability T20I Series in December 2025 with a seven-wicket win against England at Greater Noida's Shaheed Vijay Singh Pathik Stadium. Led by standout performances from Yogendra Bhadoria and supported by a dynamic team effort, this series reflects the growing recognition of inclusive sport in national athletic ecosystems. Such events not only showcase athletic excellence but also underscore the role of sport in promoting visibility, participation, and societal acceptance.

## INTERNATIONAL PURPLE FEST 2025 PROMOTES ACCESSIBLE EDUCATION AND SKILLS

The International Purple Fest 2025, hosted in Goa from October 9–12, showcased India's commitment to disability inclusion through dialogue, policy innovation, and creative expression. A collaboration between the Department for Empowerment of Persons with Disabilities (DEPwD), the Government of Goa, the Ministry of Social Justice and Empowerment, and United Nations India, the festival launched transformative initiatives aimed at improving access to listening, reading, and writing skills for persons with disabilities. These steps highlight India's focus on inclusive education as foundational to social participation.



## REHABILITATION INNOVATION: BOCCIA UNIT AT RMLIMS, LUCKNOW

The Ram Manohar Lohia Institute of Medical Sciences (RMLIMS) in Lucknow announced a Boccia rehabilitation centre tailored for patients experiencing physical disability and loss of mobility after prolonged ICU stays. Boccia, a Paralympic sport adapted for rehabilitation, is expected to enhance coordination, social interaction, motor skills, and confidence for patients with conditions such as cerebral palsy and spinal cord injuries. This initiative reflects an innovative fusion of rehabilitation and sports inclusion at healthcare institutions.



## INCLUSION THROUGH FILM AND YOUTH ENGAGEMENT

The Smile International Film Festival for Children & Youth (SIFFCY) 2026 opened in New Delhi with a strong emphasis on disability inclusion. Organisers highlighted cinema's power to advance accessibility and equity for children and youth, urging filmmakers to champion inclusion not just in narratives, but in production processes, festival accessibility, and engagement strategies for diverse audiences. This reflects a growing understanding that media and arts are essential for shaping inclusive social attitudes.





## LANDMARK ADVOCACY IN INDIA'S SUPREME COURT

In August 2025, Aanchal Bhateja became the first blind woman advocate to argue a case before India's Supreme Court. Her case challenged exclusionary recruitment policies in judicial services, highlighting how legal systems can evolve to ensure equal opportunity and digital accessibility for persons with disabilities in professional careers.

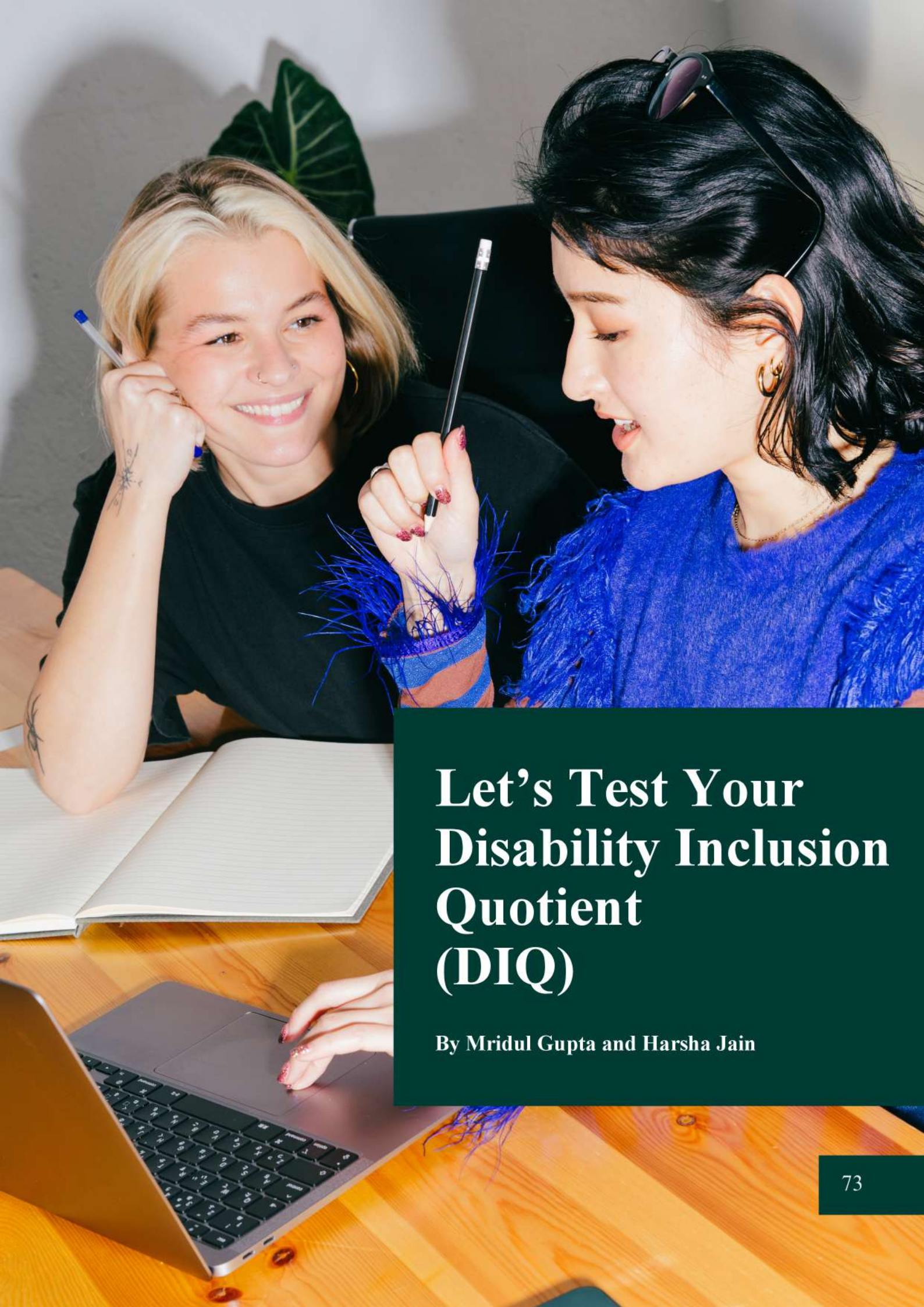
## SEBI MANDATES DIGITAL ACCESSIBILITY FOR FINANCIAL SECTOR

In a significant policy move in August 2025, the Securities and Exchange Board of India (SEBI) issued a circular requiring mandatory digital accessibility compliance for all regulated entities, making accessible information and communication technologies a legal requirement rather than an option. This circular aligns digital access with the RPwD Act and reflects a growing regulatory emphasis on inclusive digital interfaces, especially in essential sectors like finance where access to services and information is critical.





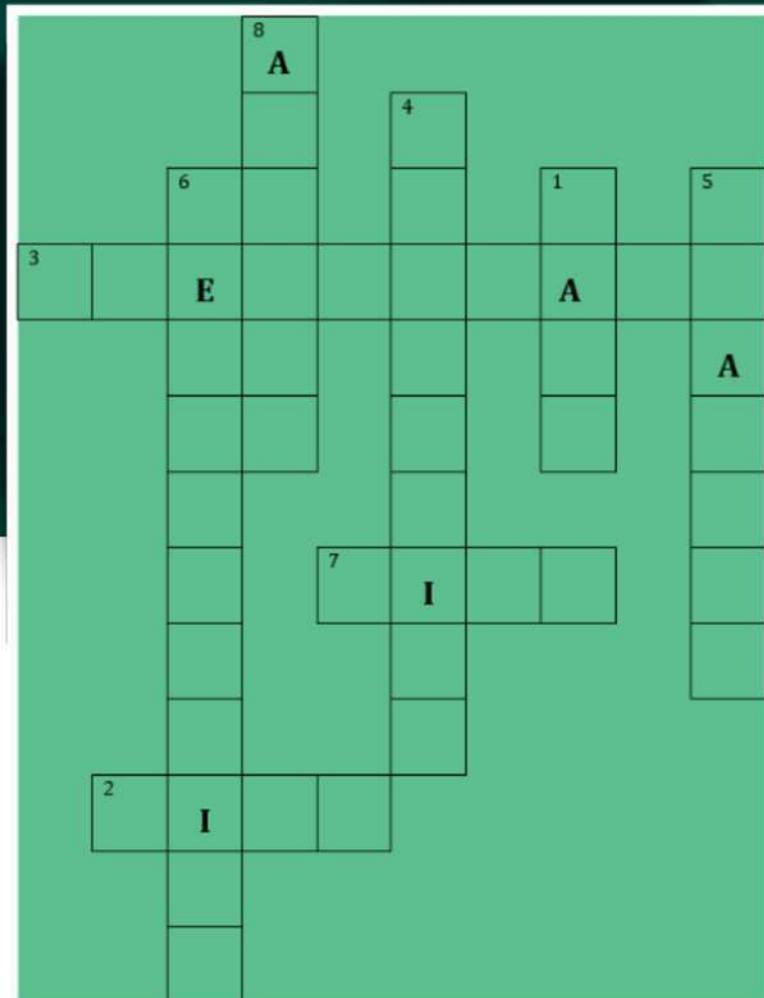
# INTERACTIVE SECTION



# Let's Test Your Disability Inclusion Quotient (DIQ)

By Mridul Gupta and Harsha Jain

# THE NEW Crossword

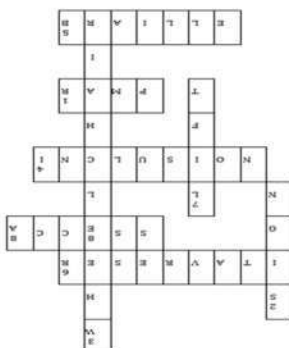


## ACROSS

2. A symbol that gives information, like the wheelchair sign (4)
3. A chair used mobility aid to move (10)
7. A machine that takes people up and down floors (4)

## DOWN

1. A sloping path used instead of stairs (4)
4. Making sure everyone feels welcome and included (9)
5. Raised dots used by blind people to read (7)
6. Special seating or access for those who need it first (8)
8. The ability to enter and use a place easily (6)



# QUIZ

THINK BEYOND THE OBVIOUS

## Instructions:

Select the most appropriate answer.

Answers appear at the end.

**1. Which country was the first to officially recognise sign language as a national language?**

- A. United States
- B. Sweden
- C. Japan
- D. Australia

**2. What does the term “assistive technology” refer to?**

- A. Only high end digital devices
- B. Tools that replace human effort
- C. Products that help people perform tasks independently
- D. Medical equipment used in hospitals

**3. Which of the following professions most commonly uses non verbal communication as a core skill?**

- A. News anchor
- B. Air traffic controller
- C. Theatre performer
- D. Accountant

**4. What is the main purpose of inclusive entrepreneurship?**

- A. Creating charities
- B. Offering temporary support
- C. Building sustainable economic participation
- D. Providing discounted products

- 5. Which famous artist continued to create masterpieces after losing his hearing?**
- A. Pablo Picasso
  - B. Vincent van Gogh
  - C. Ludwig van Beethoven
  - D. Leonardo da Vinci
- 6. What does the word “accessibility” most accurately imply?**
- A. Special entry for some people
  - B. Optional features for convenience
  - C. Equal ability to participate
  - D. Extra effort by individuals
- 7. Which everyday object was originally designed to help people with limited grip strength?**
- A. Velcro
  - B. Remote control
  - C. Computer mouse
  - D. Automatic stapler
- 8. In inclusive design, what does “nothing about us without us” emphasise?**
- A. Speed of implementation
  - B. Decision making with lived experience
  - C. Cost effectiveness
  - D. Standardised solutions
- 9. Which global organisation works specifically on disability inclusion at an international policy level?**
- A. UNICEF
  - B. UNESCO
  - C. World Bank
  - D. United Nations
- 10. What is the most effective way to promote inclusion in daily life?**
- A. Awareness campaigns once a year
  - B. Following rules strictly
  - C. Small, consistent everyday actions
  - D. Avoiding difficult conversations



UPCOMING  
**VOLUMIE 12**  
GLIMPSE

# MY INCLUSION ABC'S

**A**LL MEANS ALL

**B**EHAVIOUR IS COMMUNICATION

**C**HOICE

**D**ETECTIVE BE A BEHAVIOUR DETECTIVE

**E**VERYONE STARTS TOGETHER

**F**AIR MEANS EVERYONE GETTING THEIR NEEDS MET



**G**ROWTH MINDSET

**H**ONOURING CHILD

**I**NDPENDENCE

**J**OYFUL LEARNING

**K**IDS DO WELL IF THEY CAN

**L**EAD WITH STRENGTHS

**M**OVEMENT BREAKS

**N**EEDS BASED

**O**PEN MINDNESS

**P**LAN & PURPOSE

**Q**UESTION UNEXPECTED BEHAVIOUR WHY? WHY NOW?

**R**ELATIONSHIP



**S**ELF REGULATION

**T**ASSISTIVE TECHNOLOGY

**U**NCONDITIONAL POSITIVE REGARD

**V**ISUALS

**W**ORLDS MAKE ORLDS

**X**TRA PROSSERING

THE POWER OF YET!

## EMPOWERING RESHMA, INSPIRING INCLUSION

Postpartum Transverse Myelitis: Rehabilitation, Recovery, Skill Building & Social Inclusion

### Case : Study

- Reshma, 32-year-old woman, five weeks after her second delivery. Developed acute transverse myelitis with: Sudden lower limb weakness
- Severe back pain and sensory loss
- Difficulty walking
- Bladder dysfunction
- Dependence for basic daily tasks



### Outcomes After 12 Weeks

- Improved standing balance and lower limb strength
- Able to walk indoors with walker
- Performs most self-care tasks independently
- Resumed stitching while using adaptive seating
- Improved emotional wellbeing & confidence

Submitted by : Bhawna Tanwar, MPT(M), ISIC

### Initial Assessment



- Weakness in both legs with poor balance
- Limited endurance, required walker support
- Difficulty standing for household tasks
- High emotional distress due to reduced role in family
- Dependent for ADLs (bathing, dressing, childcare)

### Psychosocial & Social Inclusion Outcomes

- Reshma restarted stitching using adaptive techniques and family support.
- Neighbourhood acceptance grew as she received small stitching orders.
- Community workshops reduced stigma, and she now inspires other women.

### Rehabilitation Goals & Interventions

- Short-term:** Improve strength, balance, safe walking, and self-care confidence.
- Long-term:** Independent mobility, transfers, and community participation.
- Interventions:** Physio, OT, assistive devices, counselling, family training, and community sensitization.



### How Society Can Foster Inclusion

- Creating Disability-Inclusive Communities for Social Progress
- Support skill-based rehabilitation like stitching, crafts, or home-based work.
- Provide accessible workplaces and community centers.
- Encourage inclusive employment opportunities.
- Promote positive attitudes toward disability.

# Competition coverage





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