

Spreading **Awareness** About **Disability**

Annual Report **2024-25**



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Reflections from the Founder-Trustee



We must hold ourselves and our systems accountable. Inclusion is not a checkbox. It's a daily, deliberate choice. Change is not a one-time act; it's a continuous process that involves reflection, action and above all, listening

Trinayani has always stood for awareness and advocacy and for ways of seeing the world differently. For over 16 years, we've worked to bring disability into the heart of public conversation, not as an afterthought, but as a vital part of our collective identity. Our efforts are rooted in a simple, unwavering belief: that inclusion is vital.

With another year, we find ourselves reflecting not just on the work we've done, but on the growing waves of change we continue to be part of. Over the years, our commitment to disability advocacy has deepened, fueled by a relentless belief in equity, dignity, and the right of every individual to live without barriers - physical and attitudinal.

Across the country, disability is no longer confined to the margins. It is, slowly but surely, being recognized as central to conversations about human rights, innovation and the future. Assistive technology is evolving at an unprecedented pace, with startups and innovators leading the charge. Companies like Trestle Labs are building AI-based reading assistants for the blind and visually impaired, enabling real-time audio access to printed text in multiple Indian languages.

Thinkerbell Labs is reshaping education for the blind with their flagship device, Annie, the world's first self-learning braille literacy device. From voice-enabled apps to tactile learning materials, inclusion is being reimagined through tech, and the future is becoming more accessible by design.

Sensory All, founded by Shivani Shah, is a vibrant initiative making the world more accessible for persons living with



Ritika Sahni with our reflexology therapist Ramesh Chavan



Shivani Shah of Sensory All being interviewed for a film on our website

neurodiversity. AVAZ, and JELLOW are homegrown app, is transforming communication for children with autism and other speech disabilities through symbol-based AAC tools.

Government bodies, too, are stepping up. The Department of Empowerment of Persons with Disabilities (DEPwD) has taken on an ambitious range of accessibility initiatives under the **Accessible India Campaign**, focusing on the built environment, transport systems, and digital platforms.

A great deal of momentum is building in the disability sector - national conferences are shaping discourse, assistive technology is advancing rapidly, and a wave of startups is leveraging AI and innovation to drive inclusion forward. We've had the conversations. We've held the conferences, published the reports and tweeted the right things, and now is the time to act.

We must hold ourselves and our systems accountable. Inclusion is not a checkbox. It's a daily, deliberate choice. Change is not a one-time act; it's a continuous process that involves reflection, action and above all, listening.

Our team at Trinayani remains committed to this process, knowing that real transformation comes when communities move from sympathy to empathy and solidarity.

Let us step into the coming year with renewed purpose, to not just include, but to celebrate differences. Let us keep working toward a world where no one is left on the margins, and where everyone, regardless of ability, has the freedom to thrive.

VISION

To Include, Honor and Empower Persons with Disabilities (PWDs)



A DISABILITY
FRIENDLY WORLD
FOR A BETTER ME!



MISSION

To live in a world where PWDs are understood and respectfully included to live a meaningful life, on justified terms



Our Trustees



Indranil Goswami
Chairman, Trinayani

Our Chairman at Trinayani, brings decades of experience from the heart of Mumbai's entertainment industry. A filmmaker, writer, and creative consultant, he continues to lend his expertise as an independent director and creative head to a range of production houses and media projects.

At Trinayani, Indranil's role goes far beyond governance. He plays an integral part in shaping our communication and content strategies. Whether it's scripting impactful short films, designing informative posters and booklets, or curating radio shows and biographies, his creative direction is central to how we tell stories that challenge perceptions and promote disability awareness.



Rakesh Sahni
Vice-Chairman and
Founder Trustee,
Trinayani

Vice-Chairman and Founder Trustee of Trinayani, has been a prominent advocate for Indian modern and contemporary art since 1993. Based in Kolkata, he nurtures and curates artistic expression through his creative space, Gallery Rasa—an evolving platform for exhibitions, archiving, and consultancy. His curatorial expertise has helped shape both institutional and private collections across the country.

Currently, Rakesh is channeling his efforts into expanding Gallery Rasa – Art and Archives via www.galleryrasa.com, with a mission to deepen cultural engagement and preserve artistic legacies.

Beyond the arts, his social impact work is equally noteworthy. As an active member of the Rotary Club of Calcutta Midtown since 2012, he has led key initiatives under Project Dignity, enabling the construction of over 600 toilets in the Sundarbans region. His leadership came to the fore during his presidency of the club in 2018–2019.

At Trinayani, Rakesh continues to play a vital role in refining the organization's strategic vision and steering its long-term goals. For further communication, he can be reached at rs@galleryrasa.com



Ritika Sahni
Founder-Trustee,
Trinayani

Ritika Sahni is the dynamic force at the heart of Trinayani. A Gold Medalist in Music with a Master's degree from Rabindra Bharati University, Kolkata, and a Bachelor degree in Deaf Education from the Ali Yavar Jung National Institute for Speech and Hearing Disabilities, Mumbai, Ritika brings a rare blend of artistic talent and technical expertise to her work. Over the past three decades, she has worn many hats—communication therapist, special educator, department head, performing artist, trainer, and advocate, each with equal passion and commitment.

Since co-founding Trinayani in 2006, Ritika has been the organization's backbone – spearheading its vision, leading programs, managing partnerships, and shaping its inclusive communication strategies. Her deep domain knowledge in the disability sector fuels her ability to design and deliver sensitization workshops and awareness campaigns for a wide range of stakeholders, from corporate teams and educators to public service providers and creative professionals.

An accomplished playback singer, Ritika made her debut as Sony Music India's first female

artist, with memorable hits like Tumse Mili Nazar from Main Madhuri Dixit Banna Chahti Hun. She also leads Pehli Baarish, an inclusive music band that brings together artists with and without disabilities, challenging norms and celebrating diversity through music.

A tireless advocate, Ritika uses multiple platforms to amplify the voices of persons with disabilities—whether it's hosting radio shows, curating inclusive public events, developing original content for children, or co-creating Trinayani's signature "Towards Inclusion" 6-in-1 Disability Awareness Game Kit.

Her impact has been recognized through prestigious honors such as the Rex Karamveer Puraskar by ICONGO, the Top Global Diversity & Inclusion Leaders award by World HRD Congress and ET Now, and the Kandivali Ratna by Rotary Club of Kandivali West. Ritika also proudly represented India at the Dubai Expo 2020's Tolerance and Inclusivity Week, speaking in the session Designing Inclusive Societies: A Voice for All.

At Trinayani, Ritika is not just a leader—she is the engine that powers its mission forward



Our Consultants

Shobha Sachdev



With four decades of invaluable experience in the disability sector, Shobha serves as a consultant and advisor with Trinayani.

Sudipta M. Mandal



Our creative consultant, is incredibly resourceful and imaginative. With minimal guidance, Sudipta consistently brings fresh, innovative ideas to the table, adding a special touch to all our events.

Dr. Asmita Huddar



Chairperson of the Board of Studies in Special Education at the University of Mumbai, Dr. Asmita continues to be a vital source of guidance and support. Her expert insights and thoughtful advice have greatly strengthened and shaped our work.

Sunita Sancheti



Work partner at Nirav International, Sunita adeptly manages accounting, administration, and taxation responsibilities. As a wheelchair user, she brings the invaluable perspective of “Nothing about us without us” to all our programs.

Padma Shastry



Padma, an Inclusive Education Specialist and Director at Samam Vidya in Bangalore, offers invaluable support to our sensitization initiatives.

Sourav Dutta



Sourav, an independent filmmaker and researcher, has joined us as a creative consultant for our Learning Mate project.

Debjit Biswas



Debjit, a graduate from IIT Kanpur, serves as the Director of Softoffice Coders Pvt Ltd. He offers guidance and technical solutions to support our endeavors.



Our Employees



Ramesh M. Chavan
Massage Therapist

Our skilled and efficient blind masseur Ramesh has been an integral part of Trinayani for over 8 years. He manages our livelihood initiative, the Sparsh Foot Spa, where he not only delivers expert reflexology sessions but also coordinates massage services at corporate and social events. In addition to his therapeutic work, he has taken on key administrative responsibilities — managing the office, coordinating with our team of freelance therapists, and overseeing the planning and execution of outdoor massage events.



Remita Panda
Assistant to the Founder-Trustee

Remita began working with Trinayani on September 11th, 2023, as the assistant to Founder-Trustee Ritika Sahni. In this key role, she supports multiple facets of the organisation's work. Her responsibilities include writing detailed reports, designing impactful posters, coordinating with volunteers, managing email communications, and playing an integral role in the organisation's digital content. She writes transcripts and captions for films, oversees captioning for final versions being prepared for our new website, and manages the organisation's YouTube channel, including uploading content and organizing chapters. She also assists in creating disability awareness modules, literature, and PowerPoint presentations.

In addition, she is currently pursuing a two-year course in Indian Sign Language (ISL) Interpretation at ISLRTC, New Delhi, further deepening her commitment to accessibility and inclusion.

An Ode to Our Supporters

At Trinayani, the heart of our work beats stronger because of the people who believe in it. Our deepest gratitude goes out to those who continue to stand by us. We thrive because of the time, talent, and creativity shared by our incredible volunteers - be it through graphic design, illustrations, transcripts, and anything else.

We sincerely thank all our patrons who engaged the services of our blind therapists this past year, supporting both inclusion and sustainable livelihoods.

To all of you - thank you for not just standing with us, but walking the path of inclusion alongside us.

A big thank you to **ConnectFor**, a platform that connects nonprofits with **skilled and passionate volunteers** (Manisha Shrivardhankar, Veti Sravani, Samruddhi, Aashna Tolia, Pranali Jagan Torane, Nisha Nagrale, Aparna Borikar) who make our mission possible.

A special thank you to **Sanjiv Kumar**, Founder, Takshila Education Society and **Ms. Seema Swami**, coordinator, for her support during the **"En-Able" school program**.

We thank **Keanne Dsouza**, our web developer, for his technical expertise and dedicated involvement in developing the Disability Awareness Website. His thoughtful design and attention to detail have shaped a seamless and accessible digital platform.

We thank our **donors, friends** and **well-wishers** for their continuous support that helps us carry our work forward. We thank **Mr. Sunil Mehta** of Muktangnan for sponsoring a pro-bono Pehli Baarish performance.

We extend our heartfelt gratitude to our **CSR partners at LearningMate Pvt. Ltd.**, whose generous financial support has been the cornerstone of our **AskMe project**, culminating in the launch of our new website: <https://disability.trinayani.org>. Their invaluable contribution enabled us to conceptualize, produce, and host the films featured on this Disability Awareness platform.

We extend our heartfelt thanks to **Ms. Shobha Sachdev** for her friendship and unwavering support across our initiatives and projects. Her contributions, in countless meaningful ways, have been a true pillar of strength. Our sincere thanks also go to Mr. Suresh Sachdev for his timely help and steady presence, always stepping in to resolve challenges just when we needed it most.

A warm thank you to **Dr. Asmita Huddar** for being a consistent source of support and guidance. Her insights and counsel have meaningfully shaped the direction of our work.

We are grateful to **filmmaker Sourav Dutta** for his steadfast belief in our mission. His creative energy, openness to new ideas, and collaborative spirit have added great value to our journey.

Our sincere appreciation goes to **Mr. Kokal and the team at Bharat Dharamdas and Associates LLP** for their expert guidance and support in helping us navigate our accounting needs with clarity and confidence over the years.



Trinayani's Footprints



Signing of a Memorandum of Understanding (MoU) with NIEPMD, Chennai in Delhi.



Ritika Sahni performing at the 3rd International Conference on Education



Recording of the National Anthem with students of MMI (Mumbai Music Institute)



Workshop for UNFPA at Indore



Teachers' workshop for Indus Valley School, Kolkata



Workshop to celebrate Global Accessibility Awareness Day at UniDesign Jewellery, Mumbai



Sparsh massage therapists at the event at Abu Dhabi bank



Interviewing Sumeet Parikhshit at NCPEDP office, New Delhi



Ritika Sahni receiving the Women Achievers Award



At the Museum of Art and Photography, Bangalore



Ritika Sahni in conversation with the students of ISLRTC, New Delhi

Trinayani's Footprints

At Trinayani, every step we take is rooted in advocacy, awareness, and action. Over the years, our journey has led us across cities, communities, and classrooms, creating spaces for dialogue, understanding, and change around disability and inclusion. **“Footprints” is where we trace our path – a chronicle of workshops, campaigns, collaborations, and moments that have shaped our mission and touched lives.**

Guiding these efforts with insight and intent is our Founder-Trustee and Disability Campaigner Ritika Sahni, with over 30 years of experience. She personally leads and curates the workshops, whether for corporate teams, educational institutions, or community groups

Read on to see where we've been!

COLLABORATIVE EVENTS



Unidesign Jewellery

At Global Accessibility Awareness Day in May 2024, Trinayani designed a 90-minute session to engage with Unidesign's 36 Deaf employees in Mumbai. Because this was a Deaf-majority group, we brought in three Deaf self-advocates — each chosen to reflect the community's diversity through lived experience.

Rupmani Chhetri from SignAble Communications spoke about her journey and the role of accessible technology and interpreters. Apurva Joshi, India's first Deaf audiologist, shared how she navigates the world of sound while embracing her identity. Technologist and entrepreneur Aqil Chinoy highlighted the importance of Deaf leadership and digital inclusion.

With Indian Sign Language interpretation by Shabina Choudhary, the session bridged experience with need. The response was warm, engaged, and eager for more.

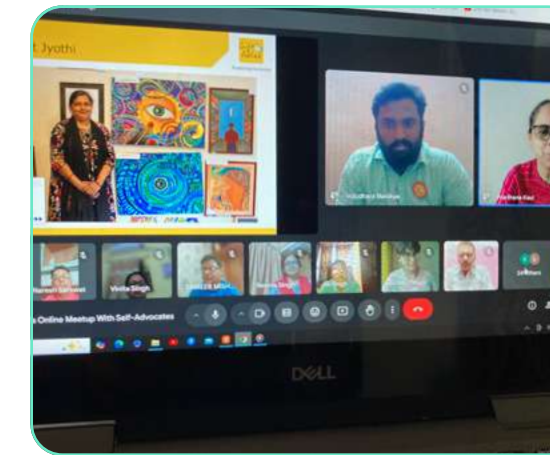


Words Rhythms Images (WRI)

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This included 5 participants from the Indian Institute of Cerebral Palsy (IICP), 4 from Sanchar AROD, and 4 from Annesha. The energy and enthusiasm they brought with them was remarkable! The session was facilitated by Ajay Govind and Tanveer Ahmed from Dehradun; we also acknowledge the support of Arnab from Annesha for connecting us with participants in Kolkata.

The workshop took place on August 26th at a bright, accessible hotel venue in Kolkata. A sign language interpreter was present throughout, ensuring full access for our Deaf participants. We were delighted to be a part of this workshop that created a space where diverse voices could be heard, seen, and celebrated!



GiftAbleD

In collaboration with GiftAbleD, an event was held to celebrate Deaf Awareness Week featuring the interactive game “Sign a Song”, where participants guessed the name of the songs signed in Indian Sign Language (ISL).

Prarthana Prateek Kaul shared stories of Deaf individuals excelling in various fields and highlighted important aspects of Deaf culture. Deaf self-advocate Indudhara Manikya also participated, offering valuable lived experience. Attendees learned basic signs like “good morning” and “hello”, etc., making the session both fun and educational! Our Founder-Trustee Ms Sahni sang the popular song Dil Hai Chhota Sa, accompanied by Prarthana who beautifully signed the lyrics, bringing the session to a close on a melodious and inclusive note.



Nayi Disha

Facilitated by Madhura Kanjilal from Nayi Disha, the session introduced participants to “Sakhi” an interactive, multilingual chatbot developed by Nayi Disha. Participants were shown how to interact with the chatbot, and were encouraged to use the platform to seek reliable information without the need for intermediaries

SENSITIZATION AND AWARENESS WORKSHOPS



The Indus Valley School, Kolkata

At The Indus Valley School, Kolkata, the workshop opened new doors of understanding for many faculty members, some engaging with the concepts of disability for the very first time. Ritika's powerful presentation style, combined with film and discussion, left participants positively energized and ready to bring fresh perspectives into their classrooms, especially in supporting students with learning difficulties.



United Nations Population Fund (UNFPA), in Indore

In March 2024, as part of UNFPA's mandate to make its adolescent programs disability-inclusive, the organization engaged our Founder-Trustee to design and conduct sensitization workshops for their trainers from across the country. A day-long workshop was held in Indore, offering participants foundational knowledge about disability through activities on disability etiquette, appropriate language, and an engaging PowerPoint presentation. The workshop also included Trinayani's Towards Inclusion card games and was enriched by the lived experience of self-advocate Sunil Patedar from the Indore Deaf Bilingual Society (IDBA), supported by sign language interpreter Ritika Kale.



Online Workshop for UNFPA

In continuation of this consultancy, the Trinayani team prepared a comprehensive document on Disability-Inclusive Planning for UNFPA along with drafting two 90-minute sessions on disability awareness, designed to build understanding and sensitivity among adolescents for the Peer Educator component of the Rashtriya Kishor Swasthya Karyakram (RKSK).



Vipla Foundation (formerly Save The Children India)

In July 2024, Trinayani conducted a sensitization session on 'Inclusion and Disability' for the 27 teachers, including special educators and subject teachers, at the Special Care Center in BKC, Bandra East. The session focused on building awareness around inclusive education and fostering a deeper understanding of disability rights.



The Teacher's Centre, Kolkata

In August 2024, we conducted an Introductory Online Sensitization Workshop on Disability and Inclusion for The Teacher's Centre, Kolkata. Teachers across schools and subjects participated in the workshop, reflecting a shared commitment to building more accessible and empathetic learning environments.

The engagement level remained high, with participants actively asking questions. Feedback from attendees was positive, with many expressing appreciation for the practical insights. The Teacher's Centre team acknowledged the importance of such initiatives and expressed interest in future collaborations.

1 **Signing of a Memorandum of Understanding (MoU) with the National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD)**

In July 2024, Ritika Sahni on behalf of Trinayani, signed this (MoU) with (NIEPMD) in Delhi. The agreement aims to validate Trinayani's "Towards Inclusion" card game workshops and work with special educators from NIEPMD to co-ideate and design new games and resources on cross disability awareness.

2 **Ritika Sahni being honored with the Nirzara Award 2025 by Blinds Unity for Self Sufficiency (BUSS)**

Our founder-trustee's work was further recognized through the Nirzara Award for her contributions in the disability sector, this past International Women's Day (March 8, 2025). The award recognizes women social activists for their significant contributions to advancing the rights and empowerment of persons with disabilities.

Beyond personal recognition, the honor highlights the power of collaboration and connection.

3 **Social Change Meetup**

The Social Change WhatsApp group, with over 850 members, started by Vinay Somani, Founder of Karmayog.org has become a buzzing hub for NGOs, activists, and changemakers in the city of Mumbai. What began as an online platform has translated into regular in-person meetups, where members connect, collaborate, and exchange ideas.

Our Founder-Trustee attended a meetup to share her journey and highlight Trinayani's work in the disability sector. She brought her experiences, insights, and passion for inclusion to the table, sparking conversations and connections.

4 **Podcast Appearance – "Unfiltered Voices"**

Ritika Sahni was invited as a guest on the podcast Unfiltered Voices with Nishi Singh, who has also been featured on our website through a film, and shared insights from her work at Trinayani.

During the conversation, she spoke about how Trinayani was established, her motivations behind starting it, and her journey in the disability sector. She discussed questions, challenges, successes, and impact of collaborative efforts between both disabled and non-disabled people in promoting inclusive practices.

5 **National Anthem performed by People with Disabilities**

Trinayani released a video of the Indian National Anthem featuring self advocates with the 21 disabilities recognized by the Government of India. The video included sign language interpretation by Akhilesh Yadav, student of Rotary Sanskardham Academy, ensuring accessibility for the Deaf and hard of hearing community.

We were happy to have the students of Mumbai Music Institute (MMI) collaborate with us for rendering Jana Gana Mana at their studios. We thank composer Sumanta Das for mixing and mastering the song.





Social Media Presence

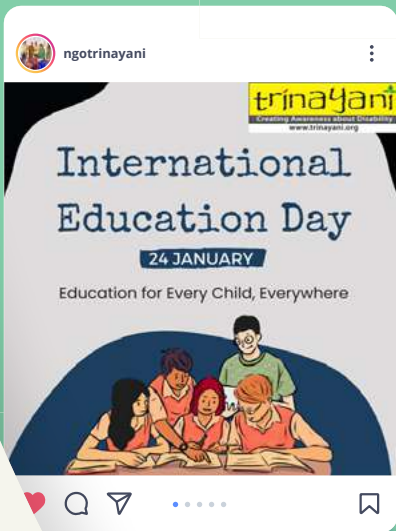
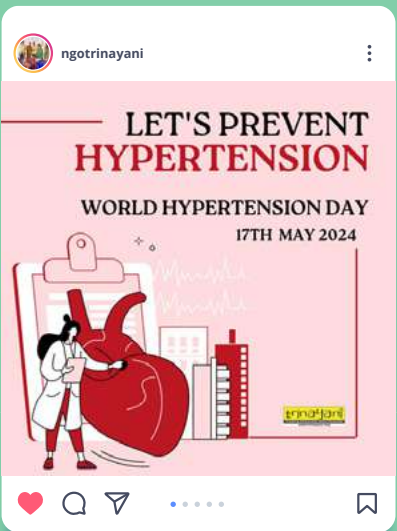
In the digital age, visibility shapes perception, and at Trinayani, we strive to make disability advocacy a visible, ongoing conversation across all our online platforms. Over the past year, our presence on social media has grown in both reach and resonance.

We have consistently leveraged our platforms to ensure that important disability-related observances/awareness days are meaningfully acknowledged and widely shared.

Our digital campaigns are anchored around key awareness days across the disability spectrum

 Human Rights Day	 Autism Awareness Week
 International Education Day	 Special Educator's Day
 Women's Day	 Anti-Leprosy Day
 World Braille Day	 International Mother Language Day
 World Mental Health Day	 International Day of Persons with Disabilities
 International Week of the Deaf	

Each of these occasions was marked by custom-designed visuals, informative captions, and a commitment to positive representation.



Disability Awareness Website Featured in the Success & ABILITY magazine

In the August 2024 issue of Success & ABILITY, India's leading cross-disability magazine published by Ability Foundation, Chennai, our Disability Awareness Website was featured for its innovative approach to promoting disability awareness. The article highlighted how the platform serves as a comprehensive tool—offering expert-led films, lived experiences of persons with disabilities, interactive games, podcasts, and a range of other resources designed to foster inclusion and accessibility. This recognition stands as a proud acknowledgement of our ongoing efforts to create meaningful impact within the disability community.



Online Meet-Up with Self-Advocates - Bringing Self-Advocates and Audiences Face to Face

From February to July 2024, Trinayani hosted a monthly 40-minute Zoom series, Online Meet-Up with Self-Advocates. Building on our Disability Awareness website (<https://disability.trinayani.org>), which features films spotlighting self-advocates, this initiative took their stories beyond the screen—creating a live platform for persons with disabilities to share their lived experiences, interact with audiences, answer questions, and foster real-time connections. Each month highlighted a different self-advocate, representing diverse disabilities and perspectives.

**April**

Jai Hopf Patni
Music, Hugs, and
Navigating the Spectrum

An arts-based therapy practitioner from Mumbai living with autism, Jai explored how creativity shapes independence. He spoke about navigating sensory overload, fine-tuning social interactions, and even imagined a superhero version of himself during a rapid-fire Q&A.

**May**

Anjali
Invisible Doesn't
Mean Imaginary

Curator of Believe in the Invisible, Anjali lives with Multiple Sclerosis and works to raise awareness of invisible disabilities. She discussed the daily realities of MS, the frustration of having to “prove” her condition, and used humor to reframe public perceptions.

**June**

Sukanya
Listening with the Eyes,
Talking with the Face

A deaf self-advocate, Sukanya is outspoken on accessibility and communication rights. She shared her journey to getting hearing aids, the pushback she faced against learning Sign Language, and her philosophy that communication must adapt!

**July**

Puneet
Starting with a Stammer,
Ending with a Smile

Founder of Ssstart, Puneet lives with speech impairment and supports others with stammers, dyslexia, and dysgraphia. He reflected on childhood misunderstandings, explained how Ssstart grew from self-acceptance, and lightened the mood with tongue-twister challenges and imagining his stammer's personality. Founder of Ssstart, Puneet lives with speech impairment and supports others with stammers, dyslexia, and dysgraphia. He reflected on childhood misunderstandings, explained how Ssstart grew from self-acceptance, and lightened the mood with tongue-twister challenges and imagining his stammer's personality.

**August**

Dhanya
The Glass Woman
Who Breaks Barriers

Known as the “Glass Woman of India”, Dhanya lives with Osteogenesis Imperfecta and works at EnAble India. She champions financial independence, travel, and fashion for people with disabilities, sharing tales of wheelchair nicknames, adaptive clothing, and busting the myth that fun isn't for everyone.

Looking Ahead...

Each of these sessions brought something raw, real, and radiant to the table.

That said, we're not calling it goodbye, it's more like 'see you later'! The world keeps moving, new stories keep emerging, and who knows? Online Meet with Self-Advocates just might be back!

SESSION ON HOW TO INTERACT WITH CHILDREN WITH SPECIAL NEEDS

School's sensitisation drive for teachers

JHANSUK MAZUMDAR

Calcutta: A school recently conducted a sensitisation programme for teachers to help them better handle children with disabilities, the etiquette to be followed while interacting with the children and the language to use so the teachers do not sound dismissive or overly kind. Such sensitisation became necessary because of the “growing number of applications” from parents of children with special needs that the school receives every year, said the director of Indus Valley World School.

Over 100 teachers, involved in teaching students of various classes, took part in the session. A number of teachers were found lacking in skills in dealing with children with disabilities, said a participant. Many did not appear equipped to handle situations or interact with individuals with disabilities, a challenge not specific to one school. A teacher was asked how she would step up to help a person with visual impairment who is trying to cross a road.

The teacher showed that she would link her arms with the person with visual impairment. The action, though well-intentioned, could be objectionable to the person with

visual impairment, she was told. In another instance, while referring to children with disabilities, a teacher used the word “these people”, which the resource person pointed out “othered” the student with disability.

Disability campaigner and trainer Ritika Sahni, who conducted the session, said one should ask before offering help, instead of presuming incapability.

“The etiquette requires one to ask how or whether one should help because in their eagerness to help, one might end up doing the opposite of what is required,” said Sahni, founder of Trinayani, an organisation that creates awareness about disability.

Teachers have to shed the baggage of prejudices and stereotypes that they have grown up with when they walk into a classroom and learn to respond to the diverse learning needs of a child.

Discrimination or exclusion happens not intentionally but because of lack of information and ignorance,” said Sahni.

A sensitisation programme would make teachers aware of the correct norms of behaviour with a child with a disability, said Anita Prasad, director of Indus Valley World School.

On many occasions, “the other parents” have objections to their children interacting or even sitting next to children with disabilities. If it is some “contagious disease that they are carrying”, said Prasad.

Press Coverage: Indus Valley School Workshop

Trinayani's sensitization and awareness workshop at The Indus Valley School, was featured in a leading newspaper in Kolkata. The feature celebrated the workshop's role in enabling educators to bring inclusive practices into their classrooms, especially in supporting students with learning difficulties.

En-Able

The EnAble Disability Awareness and Capacity Building Program, Trinayani's flagship initiative, promotes disability awareness and fosters inclusive education within school environments. Aligned with the mandates of the Right to Education Act (2009) and the National Education Policy (NEP) 2020, the program equips educators, students, and school communities to recognize, respect, and celebrate diversity, while embedding inclusion as a core value.

Conceptualized and developed by our Founder-Trustee, Disability Campaigner and Trainer Ms. Ritika Sahni, in collaboration with a team of experienced advisors and education sector experts, the En-Able program was thoughtfully piloted at Delhi Public School, Coimbatore during the academic year 2023–24, and continued with an online follow-up session in 2024–25, reinforcing the school's commitment to sustained inclusion.

Building on this momentum, in the academic year 2024–25, we successfully implemented the En-Able program for the middle school teachers of Delhi Public School, Patna. This intervention aimed at deepening teachers' understanding of disability, strengthening their capacity to create accessible learning environments, and supporting them in nurturing an empathetic and inclusive school culture. The program is scheduled to be implemented by DPS Pune and DPS Ludhiana in the upcoming academic year.

Delhi Public School, Patna

Annual Implementation of the En-Able Program

Quarter 1

May 4th & 5th, 2024

Day 1

The sessions were facilitated by **Ms. Ritika Sahni** and consultant **Ms. Shobha Sachdev**, who introduced foundational perspectives on disability. Through a mix of interactive activities—such as case studies, group discussions, and card games from our Towards Inclusion kit (including Surprise! Surprise! and Say This! Not That!)—participants explored topics such as stereotyping, the language of disability, dimensions of disability, assistive technologies, and inclusive teaching strategies.

Day 2

The focus was on Design Thinking and inclusive education principles. The day opened with a screening of the film Disability Deconstructed, which helped participants reframe and deepen their understanding of disability. Activities such as group discussions, case studies, and the card games “Inclusion Bingo” and “Here Here” facilitated reflection, critical thinking, and feedback-driven engagement.



Quarter 2

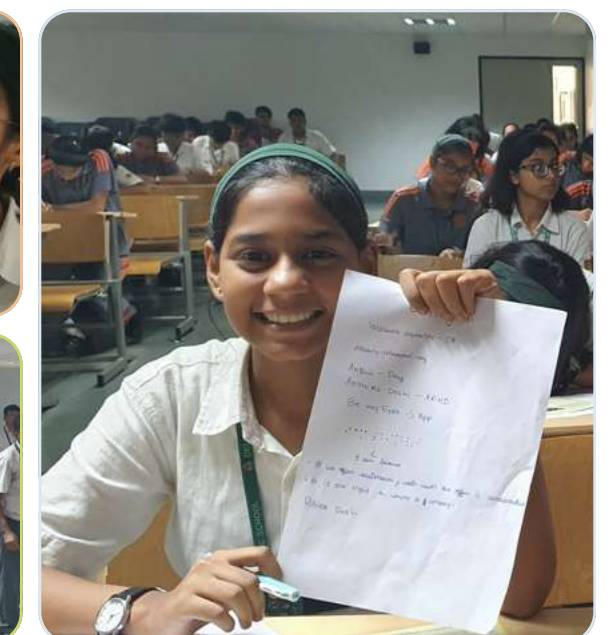
August 23rd & 24th, 2024

Day 1

The sessions for students focused on understanding the language of disability, along with the concept, dimensions, and models of disability. Students were also introduced to the 21 disabilities recognized by the Government of India through interactive discussions and visual aids.

Day 2

Led by **Dr. Radhika Misquitta**, Co-Principal of the Gateway School of Mumbai, and focused on the principles of Universal Design for Learning (UDL). The day began with a visual learning experiment and continued with dynamic group activities such as the Numbered Heads Game and Two Paia Protocol. The session concluded with an assessment and a reflective quiz for the teachers.



Delhi Public School, Patna

Annual Implementation of the En-Able Program

Quarter 3

Day 1

Opening with a discussion to assess and build upon students' prior knowledge, the sessions covered sensitization, the use of appropriate language, and empathy-building, reinforced through activities like Inclusion Bingo from the "Towards Inclusion" card game kit. The day concluded with a lively Q&A session.

Day 2

Facilitated by **Ms. Shilpa Solanki**, Founder and Principal of Harmony Tree, Pune. The session introduced teachers to the principles of Differentiated Instruction and effective classroom strategies to address diverse learner needs. It featured ice-breaker activities, collaborative group work, and concluded with experience-sharing among the teachers.



November 29th & 30th, 2024

Quarter 4

Day 1

Introduced foundational concepts such as equality, equity, and reasonable accommodations, linking these principles to real-life situations through reflective exercises and discussion. The session was highly interactive, featuring True or False challenges, photo and scenario analysis to identify barriers, quizzes, and personal reflection sharing. These activities helped deepen participants' understanding of inclusive practices in everyday settings.

Day 2

Focused on teachers and parents: Sessions were led by **Ms. Rudri Joshi**, Director of Whole School Affairs, and **Ms. Zeba Contractor**, Humanities Coordinator at The Gateway School of Mumbai, who guided teachers through practices of differentiated instruction, accommodation, modification, assistive technology, and the role of AI in pedagogy, while case studies were reviewed.

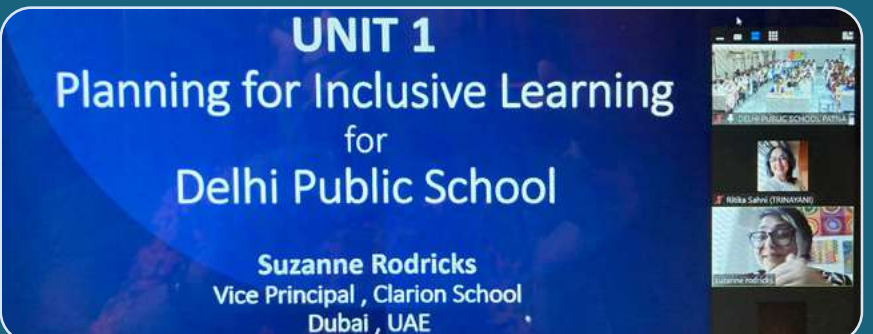
Ms. Ritika Sahni held meetings with parents on academic and behavioral concerns, later conducting a workshop on education, parenting, and gadgets.



January 31st & February 1st, 2025

In addition to in-person sessions held across four quarters, five online sessions were conducted for teachers at Delhi Public School, Patna.

As part of this virtual component, a special module, Real-Life Management of Inclusive Education in the Classroom, was introduced by Ms. Suzanne Rodricks, Vice-Principal of Clarion School, Dubai, an accomplished educator with over 31 years of experience. An engaging session was also facilitated by Ms. Padma Shastry. The online format provided teachers flexibility while remaining aligned with the program's objectives of reflection, practical strategies, and sustained professional growth in inclusive education.



Building on the success of the En-Able pilot, Trinayani implemented a structured follow-up framework during the 2024–25 academic year at DPS Coimbatore. Based on teacher feedback and student reflections, sessions revisited core ideas of inclusion, encouraged sharing of classroom experiences, and offered expert guidance on supporting students with special needs. Teachers also explored differentiated instruction and Social and Emotional Learning (SEL).

The En-Able program will continue at DPS Patna, with DPS Ludhiana and DPS Pune set to implement it in 2025–26.

“Towards Inclusion” Workshops

Trinayani's “Towards Inclusion” card games are a unique and engaging way to learn about disability. This 6-in-1 disability awareness card game kit, created by Ritika Sahni and Padma Shastri (Inclusive Education Specialist from Samam Vidya) is not just entertaining but a powerful learning tool that helps people understand the world of persons with disabilities with empathy, clarity, and an open mind.

Each of the six games in the kit covers a different aspect of disability. Through these games, participants explore facts and concepts, bust myths, learn inclusive vocabulary, and reflect on the barriers, both physical and attitudinal, that people with disabilities face.

With the card games, every kit includes easy-to-follow instruction sheets, an informative answer booklet, and a beautifully illustrated workbook titled “I Am Different, So Are You”, which invites players to reflect on the importance of difference and acceptance. Together, the Towards Inclusion game kit makes learning about disability inclusion engaging, meaningful, and fun

Familiarize yourself with 10 categories of disability knowledge like movies, books, sporting events etc.



Match by colour or category!
Be the first to drop all your cards

If you're into card games like UNO, **Do You Know!** will quickly become a favorite by introducing you to remarkable people with disabilities, thought-provoking books and films, and fascinating facts that open your mind.


Acquaint yourself with knowledge of appropriate and respectful language use about disability



Oops! Slip of tongue!
See if you can rephrase it

Meanwhile, **Say This, Not That** challenges players to choose positive and respectful words in a fast-paced, lively format.


Know the misconceptions and facts around disability



See if you are confused by any of the statements. Which is fact? And which is not?

Surprise Surprise invites you to sort through myths and truths, revealing the real stories behind disability.

Know the barriers of and solution for our friends with disabilities



Can you match the right solution to the Barrier card in your hand?

Barrier Begone turns problem-solving into a game by matching inclusive solutions to obstacles people face every day

Familiarize yourself with disability specific vocabulary



Can you match the picture with the word? Try for a full house and yell Bingo!

With a nod to classic Bingo, **Inclusion Bingo** helps you recognize key terms and images linked to disability awareness

Get to know informative and interesting articles on disability



Test your memory!
Find the right article to match the headline

And **Hear Hear** sharpens your memory with headlines and articles that highlight inspiring accomplishments by persons with disabilities



We conduct interactive
► **Towards Inclusion workshops** using this kit, designed to spark dialogue, build empathy, and foster inclusive mindsets. Listed below are some of the key spaces and events where these workshops have been successfully conducted:

Hashu Advani College of Special Education (HACSE) Mumbai

April, 2024



A three-hour skill development workshop on inclusive education using the “Towards Inclusion” card game kit was conducted by Ritika Sahni at the Hashu Advani College of Special Education (HACSE) auditorium.

The session was attended by approximately 40 participants, including students, alumni, staff members of HACSE, and select parents and teachers from RTT School. The workshop received positive feedback for its hands-on approach, and it served as a valuable opportunity for all participants to reflect, engage, and learn collaboratively



Neurodiversity Summit Jamshedpur

October, 2024



Trinayani was invited to display, promote and play the Towards Inclusion Game Kit at the Neurodiversity Summit, held at the Tata Steel Technical Institute Grounds in Jamshedpur, Jharkhand along with a quick fun interactive workshop for industry leaders. The event saw enthusiastic participation from students - there was a lot of curiosity among them as they wanted to learn, explore, and see the games in action! Disability Campaigner Ritika Sahni

and filmmaker Sourav Dutta Trinayani represented Trinayani at the event.

Trinayani set up a dedicated stall showcasing the game kit. Participants engaged with the card games, and Ms. Sahni interacted with the visitors, facilitating conversations around disability inclusive practices through the card games. A 35-minute card game session was also conducted on the main stage, engaging the audience directly.



Saarathee New Delhi

December 2024



Saarathee, an organization dedicated to empowering persons with disabilities through skill development and employment opportunities our Founder-Trustee conducted an engaging online session

centered around the “Towards Inclusion” card games, while also screening music videos created by us and responding to questions.





3rd International Conference
on Education (ICE 3)
Mumbai

January, 2025



Ms. Ritika Sahni facilitated a 2-hour “Game On for Inclusion” session at ICE 3, organized by SNTD Women’s University in collaboration with the Jai Vakeel Foundation. The session brought together special educators, education experts, and professionals from across India and abroad. What followed was a dynamic

mix of play, discovery, and debate—participants were fully immersed in the games, often exclaiming “I didn’t know this!” as new insights unfolded. The room buzzed with laughter, friendly arguments, and the kind of spirited exchanges only a game session can spark, leaving everyone both enriched and energized.



Purple Fest
New Delhi

March, 2025



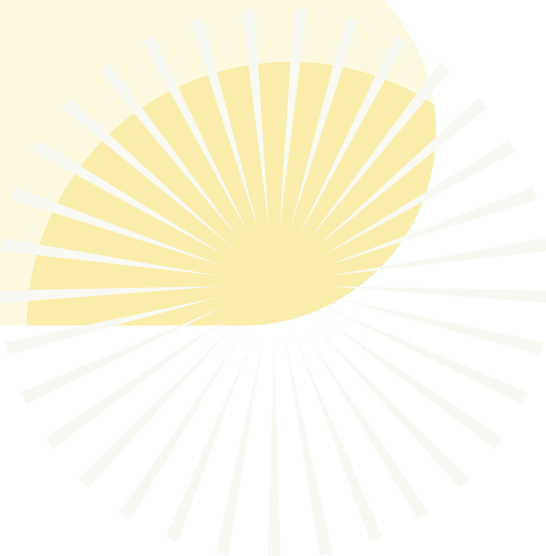
At the second edition of Purple Fest, New Delhi, 2025, a national celebration of disability rights, inclusion and accessibility, held at Amrit Udyan, the President’s Garden, Delhi, Trinayani displayed the “Towards Inclusion” game kit in the “Khelo Aur Jano” stall.

Visitors from diverse backgrounds, including students, educators, professionals, and families stopped by—and for the first time, Deaf adults joined

in—to play the games and engage in conversation. Ms. Ritika Sahni, was present at the stall throughout the day, interacting with attendees, facilitating the games and guiding conversations. The day-long interaction was marked by curiosity, open dialogue, and visible interest! The day also saw a few games sold, especially to Deaf players eager to continue the experience beyond the event.



The “Towards Inclusion” card game kit continues to reach hearts and minds across the country and beyond. It has found its way into organizations across the country—**ASTHA, TARSHI, SANCHAR AROD, Kshitij, Muskaan Foundation, The Aditya Birla Education Trust, Ishanya Foundation, CBM Bangalore**—and even internationally at the **Al Noor Centre in Dubai**. Torchit, inspired by its impact, has also chosen to procure 10 kits to showcase at their centres across India—further spreading the message of inclusion, one game at a time.



Contact us to bring the
► **Towards Inclusion workshop**
to your organization or
community. Let’s make a
difference together!

Bring the spirit of inclusion
to your organization by
connecting with Ritika at
► **ritika@trinayani.org** for the
game kit.

Purchase the game kit online
through the **website**

Sparsh Foot Spa

Our Livelihood Initiative

Since 2011

At Trinayani, our mission is to empower persons with disabilities by creating meaningful platforms for their skills to shine. One such initiative is the Sparsh Foot Spa, a unique livelihood program that **supports individuals with visual impairments who are professionally trained in reflexology and massage therapy.**

Our therapists, trained by the National Association for the Blind and the Victoria Memorial School for the Blind, Mumbai, specialize in relaxing 15-minute Back, Neck, and Shoulder massages, ideal for professionals with desk jobs or anyone seeking quick relief from tension, as well as rejuvenating Foot massages.

Over the past 14 years, our therapists have provided their services to a wide range of clients, including corporates, event organizers, schools, malls, marathons, weddings, and private celebrations—delivering rejuvenating experiences with skill, care, and warmth.

Learn more about Sparsh on our [website](#).

Watch the film featuring [Ramesh](#).

Sparsh Foot Spa therapists at different events



ENGAGEMENTS OF THERAPISTS OF SPARSH FOOT SPA (APRIL 2024 – MAR 2025)

Our therapists were invited to a range of events and initiatives, bringing relaxation with reflexology massages to diverse audiences.

June 2024
At Soul Event



October 2024
For BNP Green Runners Marathon in Sanjay Gandhi National Park

October 2024
At RGA Life Insurance Company of Canada.



March 2025
BTS Strategy's Women's Day celebration



September 2024
Private birthday celebrations hosted by Devangi Sheth at Matunga Gymkhana and Natasha in Uttan



December 2024
Week-long engagement at IIT Mumbai's Student Wellness Centre



December 2024
Rotary Club of Mumbai Parleshwar, Vile Parle East



Since March 2025, our therapist **Ramesh M. Chavan** has been engaged by Optiver to conduct weekly wellness sessions at their corporate office every Wednesday. This ongoing engagement reflects the growing recognition of our therapists' professionalism and the value of inclusive wellness initiatives in workplaces.

By engaging their services of Sparsh Foot Spa therapists, you not only experience therapeutic wellness but also contribute to sustaining dignified livelihoods. We warmly invite you to connect with us and consider hiring them for your corporate offices, events, and private gatherings.

Pehli Baarish

Our Inclusive Music Band

Formed 2014

Founded by our Founder-Trustee, Ms. Ritika Sahni, Pehli Baarish creates a joyful space to come together, jam, make music, and celebrate — with and without persons with disabilities.

As a livelihood initiative, alongside our pro-bono performances for NGOs and community organizations, Pehli Baarish also provides a platform for musicians to showcase their talent at corporate events, festivals, and social gatherings. In 2024, we were honored to be re-invited by Goldman Sachs, this time to perform at their corporate office in Bangalore.

Ms. Sahni, who combines her passion as a disability campaigner with her talent as a renowned singer and performer, delivered a 15-minute performance for national and international delegates at International Conference of Education (ICE 3). The session was a resounding success—filled with music, dancing, and enthusiastic appreciation—bringing together around 120 participants in a lively and celebratory atmosphere within a sprawling banquet hall.

If you'd like to learn more or invite **Pehli Baarish** to perform, reach out to us. Let's come together to create a world where music unites us all!

Pehli Baarish at various shows across the country



AskMe

A CSR Project, Supported by Learning Mate

The **AskMe Project** was launched in July 2022, beginning with a four-month research phase commissioned to the Hashu Advani College of Special Education. Under the leadership of **Dr. Asmita Huddar** and coordination of **Ms. Nisha Kutty**, the study sought to identify the most frequently asked questions about people with disabilities, gathering insights from both disabled and non-disabled respondents. Conducted across six cities, the survey engaged **1,370 participants**. From this data, 44 core questions were identified and organized into eight categories. The study received ethical clearance from Monk Prayogshala.

In November, 2022, the findings were shared at a Think Tank (Poocho Tow Sahi), in Mumbai to 22 domain experts. At this stage, filmmaker and consultant Sourav Dutta joined the project contributing significantly to its creative direction

Building on the research, Founder Trustee Ritika Sahni led the effort to engage subject matter experts and curate accurate, accessible responses to the identified FAQs. The blueprint developed by Dr. Asmita Huddar, which included recommendations for relevant experts, served as the guiding framework for this phase.



Miss Sahni with early intervention field coordinators at Sohra district, Meghalaya



Sourav Dutta shooting with a Boccia player in Vidyasagar, Chennai

During internal planning, the team resolved to broaden the project's scope by incorporating personal narratives that highlight the lived experiences of persons with disabilities across India. This approach aimed to deepen public understanding of the 21 disabilities recognized by the Government of India. To ensure that the content was clear, engaging, and impactful, script consultants were also brought on board.

A nationwide filming initiative which began in 2023, by the team of Ritika Sahni and filmmaker Sourav Dutta, continued with capturing stories from across the country. We expanded our geographic footprint by conducting film shoots in Dehradun, Guwahati, Shillong, Kohima, Chennai, Delhi, Bangalore, Kolkata, Mumbai, Ahmedabad, bringing in perspectives from regions often underrepresented in mainstream disability discourse.



Shibaji Panda
a well-known name in the Deaf community.

Continuing with a series of podcast, on 13th November 2024, we recorded a podcast with **Shibaji Panda**, Founder, Happy Hands School for the deaf, known for his advocacy and impactful work for the Deaf community. The session offers insights into his challenges and triumphs, highlighting his lifelong dedication to accessibility. The podcast is currently being prepared for online release.

Over time, the website has grown into a dynamic hub of representation, advocacy, and storytelling. While 2023–2024 was a year of laying the foundation, 2024–2025 marked a true creative breakthrough. We were especially honoured to engage in a **conversation with Mr. Rajesh Aggarwal, Secretary of the Department of Empowerment of Persons with Disabilities.**



Rajesh Aggarwal
Secretary of the Department of Empowerment of Persons with Disabilities

AskMe

A CSR Project, Supported by Learning Mate

We are proud to share that the website now hosts over **160 original films - 117 in the Diving Deep section and 49 in the Stories section**. The magnitude of this effort has been matched by thoughtful curation. Our films are beautifully categorized by theme, allowing users to explore topics in a structured and engaging way. Every section of the website is designed to guide the viewer with clarity and ease.

These films celebrate a wide spectrum of lived experiences and expert perspectives from across India. From individuals like Rashmi Joshi in Delhi and Dr. Anita Sharma in Chandigarh, to changemakers like Happy from Punjab and organizations such as EnAble India in Bangalore, ABC Education in Patna, or V-shesh in Mumbai, our content spans diverse geographies and disciplines. We've captured stories of advocacy, innovation, and resilience - whether it's accessibility expert Srinivasu Chakravarthula, para-athletes like Colonel Dutta and Madhavi Latha, or music therapists from the Chennai School of Music Therapy.



Music therapists of Chennai School of Music Therapy being interviewed at IIT, Chennai

Trinayani's Disability Awareness Website continues to evolve with regular updates and improvements. We remain engaged in further refining the website, focusing on enhancing the user interface, navigation, and overall accessibility to ensure it meets the highest standards of inclusivity.

Although the Learning Mate CSR Project officially concluded in March 2025, our content creation efforts are ongoing. We have shot several films and the content is still in the editing and subtitling phase. We are committed to completing and publishing these remaining videos, ensuring that every voice we captured is heard and valued.

We also continue to promote the website actively through our social media channels, mailing lists, and outreach. We truly believe in the value of what we've made, and we want it to reach as many people as possible. The efforts undertaken over the past year represent a significant step forward in creating accessible, high-quality content that highlights the voices and experiences of persons with disabilities.



Madhavalata gifting her book to Ritika Sahni

Moments of shoots with diverse individuals from across the country



Moments from interviews with experts from across the country



In conversation with Vicky Roy, Delhi



A quick selfie with Dev's and Sachin's parents after their interview in Gurgaon



Sourav Dutta shooting at Blind People's Association, Ahmedabad



With Diethono Nakhro, former State Commissioner for Persons with Disabilities, in Kohima



Mahantesh G Kivadasannavar being interviewed at Samarthanam, Bangalore

Testimonials

“Ritika Sahni (Trinayani) and Dr Gayatri Sirur (HACSE) planned and executed a day-long session so well that it indeed was a memorable day for all my students and faculty... Trinayani has come up with a game kit which has a range of interestingly adapted card and board games in a totally engaging way. The ‘hidden’ agenda however includes awareness about and advocacy for inclusive education... I request all B Ed colleges and schools to empower their students with a day long session with this impacting game kit”



Asmita Huddar
Senior FULBRIGHT fellow
Principal
Hashu Advani College of
Special Education

“It’s been a real joy working with Ritika and Trinayani. I am deeply impressed with the organisation’s mission and vision, commitment to making an inclusive future, and their emphasis on quality. I’m particularly in awe of how Ritika is able to bring together professionals in the field, working together towards a common goal. She and TRINAYANI embody what it means to be truly collaborative.”



Radhika Misquitta
Co-Principal
The Gateway School
of Mumbai
Mumbai, Maharashtra, India

“We were thrilled to host Pehli Baarish on 28-Oct-24 which brought together a group of immensely talented musicians, each with their own journey, strengths, and disabilities, creating an inclusive space for all. The concert was a reminder that music transcends barriers and bridges differences. Pehli Baarish proved that talent and creativity know no limitations, bringing voices and rhythms together to create a collective melody that was inspiring, raw and powerful! From the moment they took the stage, they captivated the audience with their vibrant energy and diverse musical talents. They brought an inclusive spirit that resonated deeply with our company’s values and culture. Each band member showcased their unique skills, creating a harmonious blend of music that was both refreshing and engaging. The atmosphere they created was electric, and it was evident that they put their heart and soul into every note they played. Through their performance, these artists challenged stereotypes, showcased resilience, and celebrated the beauty of diversity!

In conclusion, Pehli Baarish exceeded our expectations and brought an unforgettable musical experience to our company event. I highly recommend them for any future events or gatherings. Their talent, energy, and inclusive approach to music make them a perfect choice for creating memorable moments.”



Sharon Colaco
Vice President
Goldman Sachs

Get involved to Support and Contribute!

At Trinayani, we remain deeply grateful for the encouragement and support of our community of well-wishers. Each year, we strive to give back in ways that not only express our appreciation but also reflect how our work has grown and evolved. Gratitude continues to be at the heart of our journey, and we firmly believe in the transformative power of community and collective action.

From giving your time, to making a donation, to sharing our story—every act of support matters. There are many meaningful ways to walk this path with us:



If you would like to support us, please scan the above QR Code using a UPI applications' scanner.

Kindly note that all donations made to Trinayani qualify for exemption under Section 80G of the Income Tax Act (1961)

To learn more, support us, or get involved, we warmly invite you to **connect with us**

Towards Inclusion Card Games

We have successfully sold numerous "Towards Inclusion" 6-in-1 card game kits and conducted workshops for the academic community and corporations. If you're keen on initiating conversations about disability, invite us to host a game session, either online or offline.

Pehli Baarish Inclusive Music Band

We are committed to giving back to the community. If you represent an NGO or organization working with marginalized communities, we invite you to connect with us for a performance aimed at spreading generosity and inclusivity. Additionally, our band is available for professional gigs, promising a soulful and inclusive experience.

Inclusive Advocacy Projects

We also design advocacy projects for the academic community that address the challenges educators face in supporting children with disabilities. These initiatives are made possible through the financial support of corporate CSR partnerships. We are keen to share details of these projects, demonstrate their potential for lasting impact, and explore opportunities to collaborate in achieving our shared vision of inclusion.

Sparsh Foot Spa

Our visually impaired therapists of Sparsh Foot Spa are available to enhance your private gatherings, celebratory events, and corporate engagement programs. By hiring their services, you not only enjoy their expertise but also support their livelihoods!



Mumbai office

Trinayani/Sparsh Foot Spa

Parivartan CHSL

Plot No 15, Room No 157

MHB Colony, Ekta nagar, off link road

Kandivali west, Mumbai 400067

Registered office

Gallery Rasa

828/1 Block P, New Alipore

Kolkata - 700053

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<https://trinayani.org/>

<https://disability.trinayani.org/>

**All donations to Trinayani are exempt under
Section 80G of the Income Tax Act**