



**Guru Angad Dev  
Teaching Learning Centre of MHRD  
SGTB Khalsa College, Delhi University**

*A Centre of MHRD, Govt. of India  
under Pandit Madan Mohan Malaviya National Mission  
on Teachers and Teaching (PMMMNMTT)*



**In collaboration with**

**Centre for Disability Research and Training, SGTB  
Khalsa College, Delhi University**

**And**

**Centre for Disability Research and Training, Kirori  
Mal College, Delhi University**

# **REPORT**

**One Week Online Faculty Development Programme**

**Understanding Disability**

**3.07.2023-10.07.2023**

**Date(s): 3.07.2023-10.07.2023**

**Duration: 30 Hours**

**Title: Understanding Disability**

**No. of Registrations: 62**

**No. of Participants joined: 62**

**No. of Participants Qualified (50 or above Total Marks out of 100): 52**

**No. of Participants Not Qualified (49 or less Total marks out 100): 10**

### **Organising Committee @ GAD-TLC**

#### **CORE TEAM**

- Prof A. K. Bakhshi, Chairman, GAD-TLC and VC, PDM University, Haryana,
- Prof K V Bhanumurthy Vice-Chairman, GAD-TLC
- Prof Jaswinder Singh, Principal SGTB Khalsa College & Director, GAD-TLC
- Prof. Vimal Rarh, Project head and Joint Director, GAD-TLC

**National Coordinator-** Dr Vimal Rarh

### **Organising Committee @ CDRT, SGTB Khalsa**

Name	Department	Email
Saikat Ghosh (Convener)	English	<a href="mailto:saikatghosh78@gmail.com">saikatghosh78@gmail.com</a>
Parminder Kaur Narang (Co-Convener)	Zoology	<a href="mailto:parminder@sgtbkhalsa.du.ac.in">parminder@sgtbkhalsa.du.ac.in</a>
Dr. Rupali Sharma	Economics	<a href="mailto:rupali@sgtbkhalsa.du.ac.in">rupali@sgtbkhalsa.du.ac.in</a>
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Sheetal	Mathematics	<a href="mailto:sheetal@sgtbkhalsa.du.ac.in">sheetal@sgtbkhalsa.du.ac.in</a>
Dr. Harpreet Singh Raina	Zoology	<a href="mailto:harpreet@sgtbkhalsa.du.ac.in">harpreet@sgtbkhalsa.du.ac.in</a>
Shivam Srivastava	History	<a href="mailto:shivamshrivastava2511@gmail.com">shivamshrivastava2511@gmail.com</a>
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Ritwick Bhattacharjee	English	<a href="mailto:ritwick@sgtbkhalsa.du.ac.in">ritwick@sgtbkhalsa.du.ac.in</a>

## **Resource Persons and Panelists:**

- 1. Krishna Warriar [Communications Consultant and Teacher (St Xavier's College, XIC, Wilson College, Sophia College)] and XRCVC, St. Xavier's Bombay;**
- 2. Neha Trivedi [Founder and CEO, Spandan]**
- 3. Shubhangi Vaidya [Professor, School of Inter-Disciplinary and Trans-Disciplinary Studies, IGNOU]**
- 4. Someshwar Sati [Professor, Department of English, KMC]**
- 5. Renu Adlakha [Professor, Centre for Women's Development Studies]**
- 6. Mansi Grover [Research Scholar; JMI]**
- 7. Piyush Chanana [Assistant Professor, Assistive Technologies Lab, IIT Delhi]**
- 8. Anita Ghai [Professor, School of Human Studies, AUD]**
- 9. Shubha Ranganathan [Associate Professor, Liberal Arts, IIT Hyderabad]**
- 10. Ketan [Xavier's Resource Centre for the Visually Challenged (XRCVC), Bombay]**

## Poster/ Brochure



### CENTRE FOR DISABILITY RESEARCH AND TRAINING (CDRT)

S.G.T.B. Khalsa College,  
University of Delhi

in association with

CDRT, Kirori Mal College,  
University of Delhi

&

Guru Angad Dev Teaching  
Learning Centre

S.G.T.B. Khalsa College, University of Delhi

(under the PMMMNMTT Scheme, MoE,  
Govt. of India)

invites you to a

One-Week Online Faculty  
Development Programme (FDP)/  
Certificate Program

on

“Understanding Disability”  
July 3<sup>rd</sup> to July 10<sup>th</sup>, 2023  
(3pm- 7.30pm)

#### Eligibility

#### One Week FDP:

Faculty  
members(permanent/  
temporary/ad-  
hoc/contractual/  
guest) from any  
Indian

University/College

#### Certificate Program:

Research  
Scholars/Students

#### Registration Link:

<https://bit.ly/FDP>  
**DISABILITYREGI**  
**STER**

#### Registration Fee:

**Rs. 850/-**

(Non-Refundable)

#### Last Date to

**Register:**

**1<sup>st</sup> July 5:00 pm**

Flexible Mode



zoom



## Resource Persons:

**Shubhangi Vaidya**, Professor,  
School of Inter-Disciplinary and  
Trans-Disciplinary Studies, IGNOU

**Someshwar Sati**, Professor, Dept.  
of English, KMC

**Renu Adlakha**, Professor, Centre  
for Women's Development Studies

**Mansi Grover**, Research Scholar;  
JMI

**Neha Trivedi** Founder and CEO,  
Spandan

**Piyush Chanana**, Assistant  
Professor, Assistive Technologies  
Lab, IIT Delhi

**Anita Ghai**, Professor, School of  
Human Studies, AUD

**Shubha Ranganathan**, Associate  
Professor, Liberal Arts, IIT  
Hyderabad

GAD-TLC is a leading Centre of Ministry of Education, Govt. of India under PMMMNMTT. Since 2016, it has trained more than 78,000 teachers in the areas of e-Learning, Blended Learning Pedagogies, ICT Tools and Educational Technologies. The Core Team of GAD-TLC has expertise of developing more than 50 MOOCs for SWAYAM platform of Govt. of India and the e-content produced by GAD-TLC has been rated as one of the best in quality at the National Level.

**IMPORTANT:** This activity is one of the activities being carried out by GAD-TLC in self-sustainable mode.

## Sessions conducted:

- Antarchakshu by XRCVC, St. Xavier's College, Mumbai
- Learning Disabilities
- Disability in Literature
- Gender & Disability
- Disability in Cinema
- Inclusive Education
- Psychology
- Mental and Psychological Disabilities
- Legal Support

**Prof. Jaswinder Singh**



**Principal**, SGTB  
Khalsa College  
**Chairman**, CDRT,  
SGTB Khalsa College  
**Director**, GAD TLC

**Prof. Dinesh Khattar**



**Principal**, Kirori Mal  
College  
**Chairman**, CDRT,  
Kirori Mal College

**Prof. Vimal Rarh**  
**Project Head & Joint**



**Director**, GAD TLC  
**Coordinator**, NRC of  
Chemistry, SGTB  
Khalsa College

Day 1

Schedule:

2:30PM-3:00PM: Inauguration

3:00PM-5:00PM: Antarchakshu by XRCVC, St.Xaviers, Mumbai

5:00PM-5:30PM: Break

5:30PM-7:30PM: Physical Disabilities by NehaTrivedi, Founder and CEO of Spandan.

Session 1

The first session of the FDP was an inaugural session where the participants were made to perform different activities that would give them an idea about how persons with disabilities work for their day to day activities. the participants were asked to reflect on these activities and to think whether performing these activities brought them sense of anxiety, stress or whether they were comfortable doing these activities. they were made to think what made them to not give up while performing these activities. the speakers explained the concept of sensory substitution where in the absence of one sense people use other senses to do the same thing. the session also dealt with beauty being a visual concept in the sighted world and for a visually impaired color mattered because persons with disabilities live in the world whose rules are scripted by and for the sighted people. the session also talked about the best ways to approach a person with disability for providing any kind of assistance. role of family in the lives of disabled individuals was also discussed in the session.

SESSION 2

the second session explained the importance of understanding disabilities. the speaker pointed that persons with disabilities are the largest 'invisible' population. every one out of 5 people in India suffers with one or the other kind of disability, yet there is very less interaction between the 'non disabled' and the disabled. it is through this lack of interaction that both the awareness and the understanding of disability lacks within people. the participants were explained what does disability accounts for and how disabilities are classified in the RPWD act of 2016. the sessions also broke various stereotypes attached with particular kinds of disabilities performing particular profession and succinctly explained that placing particular kind of persons with disability with a set of professions is not correct as talent and attitude depends upon personality types and it has nothing to do with disability. the session talked about the diversity within one kind of disability and not everyone categories under one kind of disability would look similar. the session talked about physical disabilities such as blindness, low vision, loco-moter disabilities and speech and hearing disabilities. degree of disabilities may vary for different individuals belonging with one kind of disability. the session was an interactive one where people thought about their attitudes and behavior pertaining to disability and persons with disabilities.

## DAY 2

### Schedule:

3:00PM-5:00PM: Learning and Cognitive Disabilities by Prof. Shubhangi Vaidya, Professor, School of Inter-Disciplinary and Trans-Disciplinary Studies, IGNOU

5:00PM-5:30PM: Break

5:30PM-7:30PM: Disability Theory and Representation of Disability by Prof. Someshwar Sati, Department of English, KMC, DU

### SESSION 1

In the first session the participants were explained the issues related to terminologies used for disability and disabled people and how these terminologies have evolved through time. The speaker talked about learning and cognitive disabilities where she explained the difficulty in hearing the voices of the persons with these disabilities. This can be also understood with the fact that within the disability rights movement the representation of persons with learning and cognitive disabilities is almost absent. The speaker talked about various disabilities such as Autism Spectrum Disorder, Dysgraphia, dyslexia, Dycalculia etc. The issues such as hyper sensitivity to touch, fascination to narrow areas of interest, attention deficits, problem in social and personal skills etc. related to these disabilities were also explained. The issues of rural- urban divide, lack of education acting as a barrier to diagnose these disabilities also plays a huge role in subjugation of these populations. The lecture also went in discussing the causes of these disabilities which may be associated to Physiological, genetic and accidental reasons. The issues of care giving, schooling etc. were also discussed in the session.

### SESSION 2

The second session discussed representations of disability in literature and the ways in which cultures produce docile bodies to operate power structure. It also talked about the evolution of disability studies from the medical model to the social model where the earlier understanding of disability that it is just a medical condition of the human body, oversimplifying the experience of disablement has been challenged and now persons with disabilities are seen as victims of social, cultural, economic and political marginalization. In this course the difference between impairment and disability was also explained and the role of culture producing and disseminating disabling conditions for a vast group of individuals who do not fit into its paradigm was also emphasized. Cultures produce idea of normality and abnormality to maintain the status quo. It also talked about representation of disability in literature throwing light on how disability is used in cinema, plays and literature to channelise emotions within audience where many a times it produces emotions of fear and many a times it is used as a metaphor preventing the acceptance of disability as a socially important issue.

## DAY 3

### Schedule:

3:00 PM-5:00 PM: Gender and Disability by Prof. Renu Adlakha, Professor, Centre for Women's Development Studies

5:00 PM- 5:30 PM: Break

5:30 PM- 7:30 PM: Disability and Cinema by Mansi Grover, Research Scholar, JMI

### SESSION 1

This session was dedicated to the theme of gender and disability. women with disabilities face double marginalization still in the women movement disability seems to have been overlooked and so as with the disability movement. the session discussed topics such as representation and its connection to equality, sexual and reproductive rights of the disabled, the problem of rolelessness for disabled women, body image, issues of violence, and sexual attractiveness of the disabled body. the lecture discussed various data's related to gender and disability. it was also explained how disabled people negotiated with the state and society and vice versa through the change in the prospective from charity to welfare to rights and how these prospective coexisted. the questions of advocacy for the rights of the disabled was also discussed. the flour of disabled people to perform their gendered role becomes a source of contentment for a disabled individual. thus it reduces a women to someone less than a women and so as for the disabled man.

### SESSION 2

the second session brought out various ideas that comes through discerning the projection of disability in cinema. the earlier cinema dominantly displayed the idea of compulsory able bodiedness where disability is cured at the end which was considered as happy ending. pity, fear and disgust are feelings that comes out through this process. mostly we see that there is extreme anxiety for a disabled individual or a disabled body. the idea propagated through these cinema is 'it is better to die than to become disabled which clearly ignores the idea of temporarily able bodiedness of human beings. the lives of the disabled individual always revolved around disability. things are always shown in binaries either the disabled character is shown as a burden or a superhuman. the cinema in most cases makes disability synonymous to being fool, burden, helpless etc or in the other binary as superhuman, source of inspiration etc. the session succinctly explained disability is not somebody else story but it is everyone's story.



## DAY 4

### Schedule:

3:00 PM-5:00 PM: Educational Institutions and Disability by Neha Trivedi, Founder and CEO of Spandan.

5:00 PM- 5:30 PM: Break

5:30 PM- 7:30 PM: Assistive Technologies 1 by Piyush Chanana, Assistant Professor, Assistive Technologies Lab, IIT Delhi

### SESSION 1

this session talked about the role of higher educational institution in promoting equity within society. it explained how we tend to celebrate diversity everywhere else except human beings. the role of building social environments, teaching techniques to include students with disabilities, importance of assistive technology, ways to provide accessible reading materials for students with disabilities etc. were themes that were focused in the talk. the higher educational institutions should try to make itself inclusive through building campuses disabled friendly, and provide the required assistive technologies as it has been seen that the more diverse the institution the more awareness and sensitivity it creates within the students for their fellow beings. the session also took out various practical situations within the classroom and explained ways to deal with it.

### SESSION 2

the second session of 4th day of the FDP focused on creating accessible documents for person with different disabilities. technologies have proved to be of great use for the disabled. the first thing that needs to be kept in mind is not everyone use the same input and output for getting information from computers. students with disabilities face huge difficulties in accessing documents that are unreadable for them. there are clear accessibility guidelines for various journals but only few follow them. the lecture demonstrated ways to make documents accessible for different disabilities. creating image descriptions, making tables accessible with the screen readers, creating accessible headings, use of captions and subtitles, making hyperlinks descriptive etc. were things that were demonstrated in the session. the session talked about different disabilities such as blindness or low vision, color blind, learning disabilities, speech and hearing impaired etc. and explained how small checks from the creator can help to make readers with disabilities independent to use the information.

## DAY 5

### Schedule:

3:00 PM-5:00 PM: Assistive Technologies 2 by Piyush Chanana, Assistant Professor, Assistive Technologies Lab, IIT Delhi

5:00 PM- 5:30 PM: Break

5:30 PM- 7:30 PM: Assistive Technologies 3 by Piyush Chanana, Assistant Professor, Assistive Technologies Lab, IIT Delhi

### SESSION 1

This session demonstrated inbuilt accessibility features in a windows computer that can be used to help persons with disabilities use computers effectively. High contrast themes, screen magnifier, windows narrator, sticky keys, toggle keys, focus assist etc were some features that were discussed during the session. these are features that do not require any extra cost and it is just the awareness of these features that can help students with disabilities work efficiently in the class activities. the session discussed various issues that comes across persons with different disabilities to use technologies that hampers getting information through these means. the session talked about basic features that can help both teachers and students to make their data accessible.

### SESSION 2

this session demonstrated the participants various websites and devices that can help students with disabilities to make their reading materials accessible. the session discussed websites such as book share and sugamya pustakalaya which contain accessible books for readers with print disabilities, devices such as Kibo and Lex that can scan the books in hard copy and convert it in accessible readable formats, tactile maps that provide good understanding of maps and other figures for the visually impaired, magnetic drawing board, upright brail, etc. the session also discussed different software's such as Google lenses and Google look out that help the visually impaired to read contents by placing camera in front of the object etc. the session provided information about efficient ways to access study materials for the disabled students and how institutions can take different measures to make their institutions inclusive and accessible for students with disabilities.

## DAY 6

### Schedule:

3:00 PM-5:00 PM: The Psychology of Disability by Prof. Anita Ghai, Professor, School of Human Studies, AUD

5:00 PM- 5:30 PM: Break

5:30 PM- 7:30 PM: Psychology in Disability, by Shubha Ranganathan, Associate Professor, Liberal Arts, IIT Hyderabad

### SESSION 1

The first session of the day spoke about how psychology, as a field of study, has historically treated disability. The problems that have marked cultural spaces of disability, the session showed, have flowed into the epistemological underpinnings of the subject of psychology and geared it towards finding methodologies of normalisations. In such, the session saw the need to change aspects of psychology as a field to change the way disability is incorporated into its theoretical paradigms.

### SESSION 2

the session engaged the theme of psychology and disability where the dominant idea that prevailed within psychology was that the disabled individual is trapped in his disabled identity and there is no way by which the individual can get over this identity. a disabled individual is considered a sick person who always needs to be treated and there is no happiness, no joy in a disabled persons life. rehabilitation, therapy and cure are the major framework in which disability was treated within psychology. these ideas of a disabled body being unable to perform these activities have been challenged later with the idea that if disabled people are challenged than who is not challenged or if disabled people are differently abled than isn't every one has different abilities and work with different abilities. the dominant framework within the psychology of disability was disability was looked from the point of view of a patient and not as a participant. here the disabled individual is considered abnormal, as inability is a devastating experience that brings with it self blame and the feeling of being guilty for being a Burdon on the family and society. the session explained of course there is some relation between the disabled body and its mind but this cannot be over exaggerated.

## DAY 7

### Schedule:

3:00 PM-5:00 PM: Disability and Representation by Prof. Someshwar Sati

5:00 PM- 5:30 PM: Break

5:30 PM- 7:30 PM: NEP and Disability by XRCVC, St. Xaviers, Mumbai

### SESSION 1

this session explained stigma and stereo types attached to disability and disabled people through discussing the experiences of persons with disabilities in their day to day lives. the session also explained the social pressure to look like 'normal' and the fear and prejudice to be labeled as other. the problem in accepting once identity and pain to be the odd one out. the lecture talked about judging experiences of disabled individuals can not be in terms of the 'non disabled' world, the joys and happiness of life and ways to enjoy once environment can be different for different people and persons with disabilities use other senses to enjoy their life which cannot be judged from a 'non disabled' standards.

### SESSION 2

the second session talked about providing training to person with disabilities in different fields which would enhance their potential and the need of accessible public spaces for persons with disabilities to live a life with dignity and 'self dependence'. the session discussed ways in which the new education policy perceives disability. the session highlights the importance of education and skill training to the persons with disabilities to lead their lives efficiently and for others to understand their society for an effective and equitable engagement with their social environment.