

ANNUAL

REPORT

2023-24



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EXECUTIVE SUMMARY

The year 2023-2024 has been a period of significant growth and transformation for Sol's ARC as we continue to expand our impact across India. Our ongoing partnerships with the state governments of Tamil Nadu and Madhya Pradesh have provided valuable insights into inclusive education, helping us refine our strategies to support children with special needs (CWSN) better. This year also marked the strengthening of our rural project, with Persons with Disabilities (PwDs) now actively participating in livelihood activities and earning an income, demonstrating the potential of our empowerment model. Our urban employment partnerships have also grown, advancing inclusive employment opportunities across diverse settings.

A key focus of our work this year has been ecosystem building, where we collaborated with Dalberg to create a playbook aimed at improving learning outcomes for children with special needs where several leading educational NGOs - including Educate Girls, the Language and Learning Foundation (LLF), Room to Read, came together to champion the cause of Inclusion. Additionally, the Aaha workshop hosted by Sol's ARC in collaboration with EkStep Foundation in Bangalore, brought together the content creators from various NGOs to explore how educational content can be made more inclusive. These efforts represent a significant shift in our approach, moving from direct implementation to fostering a collaborative and inclusive ecosystem that impacts education at multiple levels.

We extend our heartfelt gratitude to all our programmatic partners and donors for their guidance and continued belief in our work. This strong collaboration and support drive us in our journey as we expand into new regions to reach the most vulnerable individuals on margins.

SONALI SAINI
FOUNDER, SOL'S ARC



MEET OUR **BOARD**



SONALI SAINI

FOUNDER & EXECUTIVE DIRECTOR AT SOL'S ARC



MANISHA KAPOOR

CEO & SECRETARY GENERAL, THE
ADVERTISING STANDARDS COUNCIL
OF INDIA (ASCI)



SUDHAKAR THORAT

RETIRED CIVIL ENGINEER



POOJA TAPARIA

FOUNDER AND CHIEF EXECUTIVE OF ARPAN



NAMRATA BACHANI

DIRECTOR- ASCI ACADEMY



VARSHA VALECHA

FINANCE & INVESTMENT BANKING PROFESSIONAL



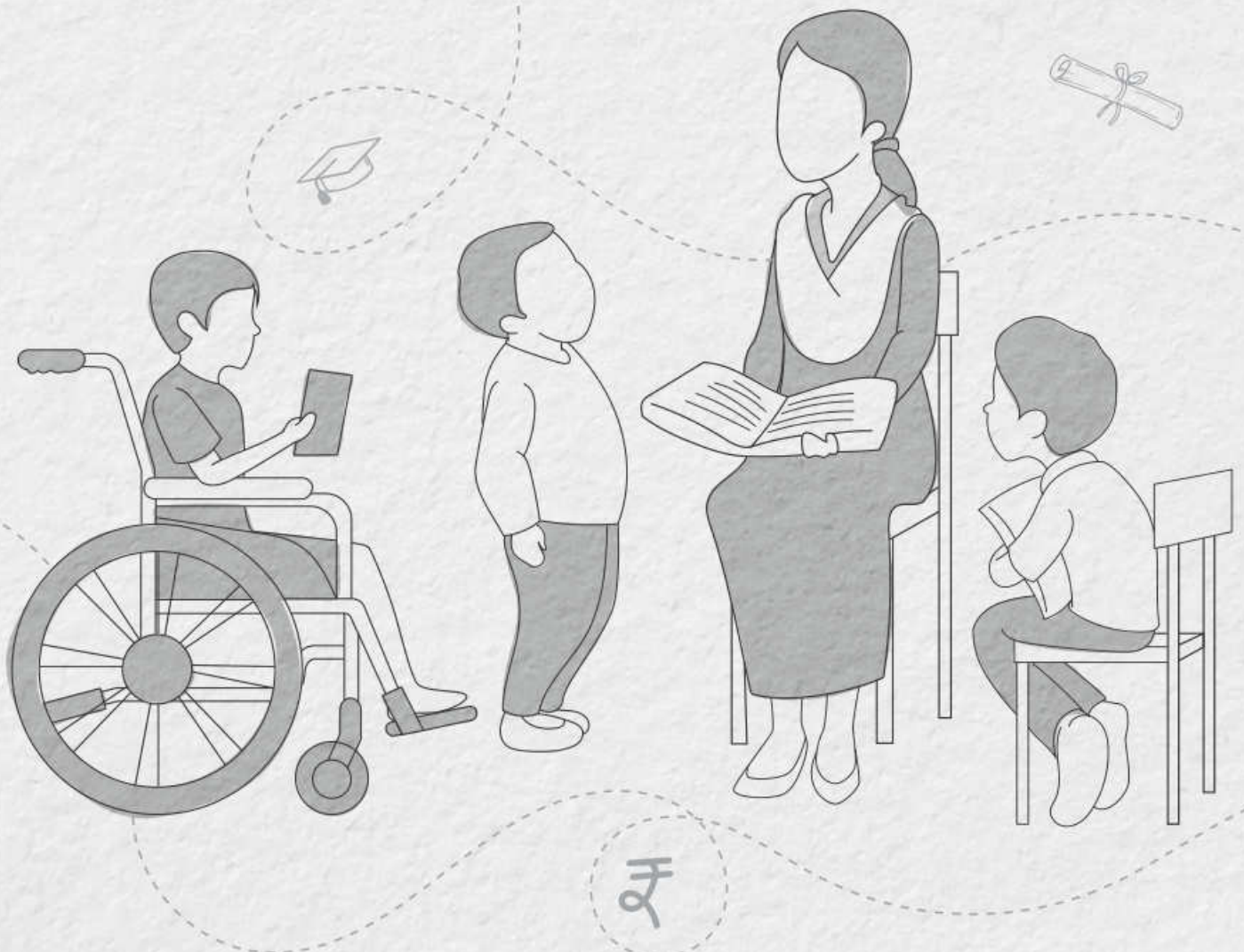
KUSUM MOHAPATRA

REGIONAL DIRECTOR & CEO,
MIRACLE FOUNDATION

ABOUT SOL'S ARC

Sol's ARC is a registered NGO that has been working in the space of inclusion since the past 20 years. We work with the most marginalised group of individuals, those who have disabilities, mental illness, critical illness or are violence affected to ensure they have equitable access to education and economic opportunities. Through a lifespan approach we work towards our vision- *Every Child Learns, Every Adult Earns*.

From working directly with individuals on margins to then partnering with some of India's leading NGO's like Educate Girls, Teach for India etc. We now work at a systemic level through our partnerships with two state Governments, Tamil Nadu and Madhya Pradesh so far. Our work over the last 6 years has helped us grow our reach from a few thousand individuals to now over 4 million people.



OUR APPROACH

Sol's ARC adopts a lifespan approach in its work towards bringing individuals on margins to the mainstream. Initiating our work from inclusion of children on margins in the foundational learning years to including individuals with disabilities in the mainstream workforce and livelihood generation, we are driven to work with the existing systems and organizations to build their capacity towards inclusion.

By aligning our model to the existing national missions and programs, ranging from education (as outlined in the New Education Policy) to livelihood initiatives (such as the National Urban and Rural Livelihood Missions) we aim to ensure that the larger system is both inclusive and equitable. While the policies have a strong agenda on inclusion, with improved implementation, they have the potential to reach and empower individuals on the margins more effectively.

Sol's ARC works closely with civil society organisations and state governments to identify gaps in implementation and create solutions that ensure individuals on the margins are fully included in education and livelihood opportunities. We pilot our model to uncover operational challenges, then collaborate with the government to refine and co-develop processes, solutions and systems that improve the monitoring and execution of programs across the state.



OUR **VISION**

EVERY CHILD

LEARNS.



EVERY ADULT

EARN.



OUR CORE **VALUES**



INNOVATE
TO INCLUDE



COMMIT
TO EXCELLENCE



BRINGING JOY
TO ALL WE DO

EVERY CHILD LEARNS

EVERY ADULT EARNS

**INCLUSIVE
EDUCATION**



**INCLUSIVE
CURRICULUM**



**APP BASED
TOOL**

**ECONOMIC
EMPOWERMENT**



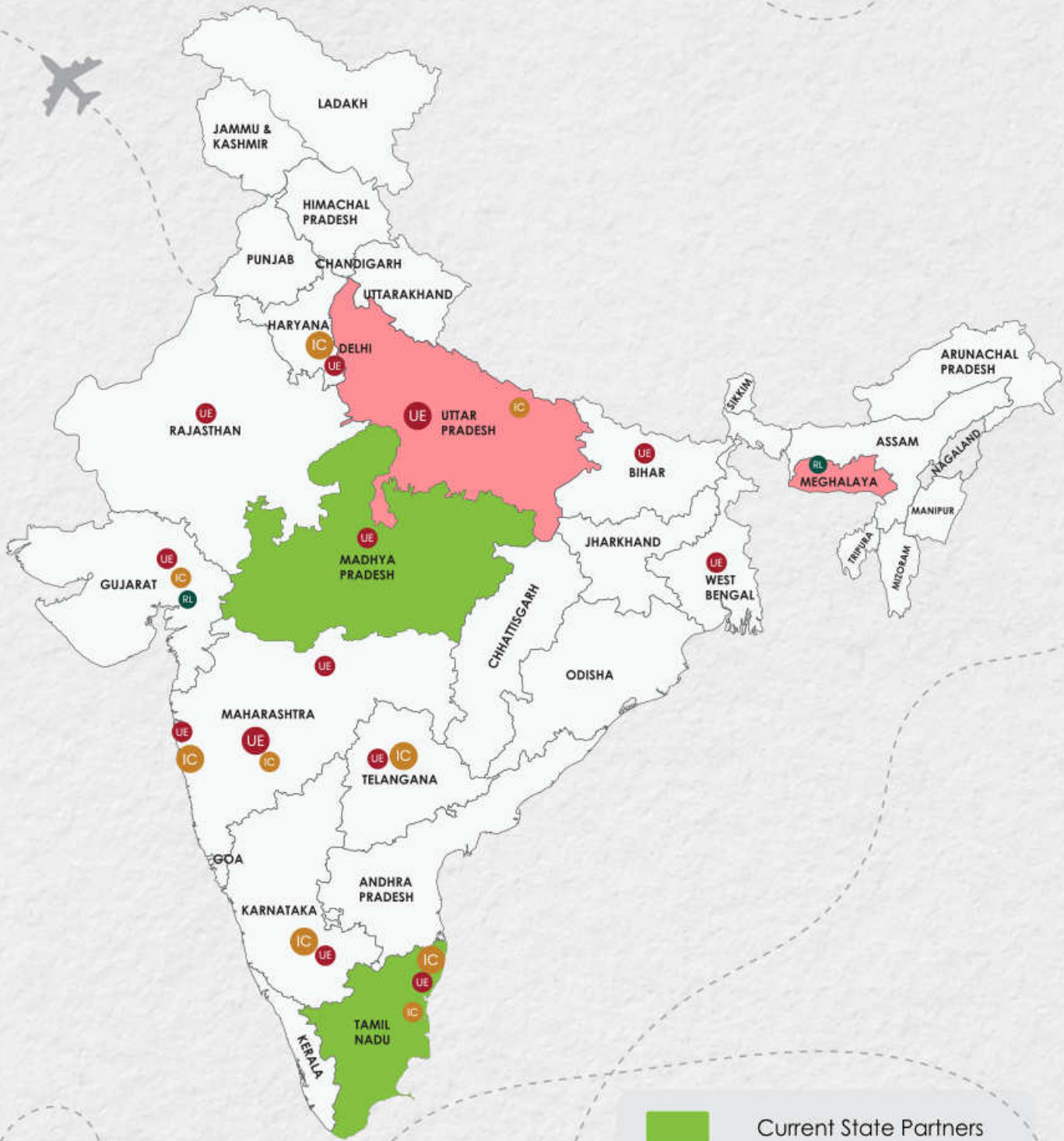
**URBAN
EMPLOYMENT**



**RURAL
LIVELIHOOD**



OUR REACH (2023-24)



Current State Partners



Proposed State Partners



Inclusive Curriculum



Urban Employment

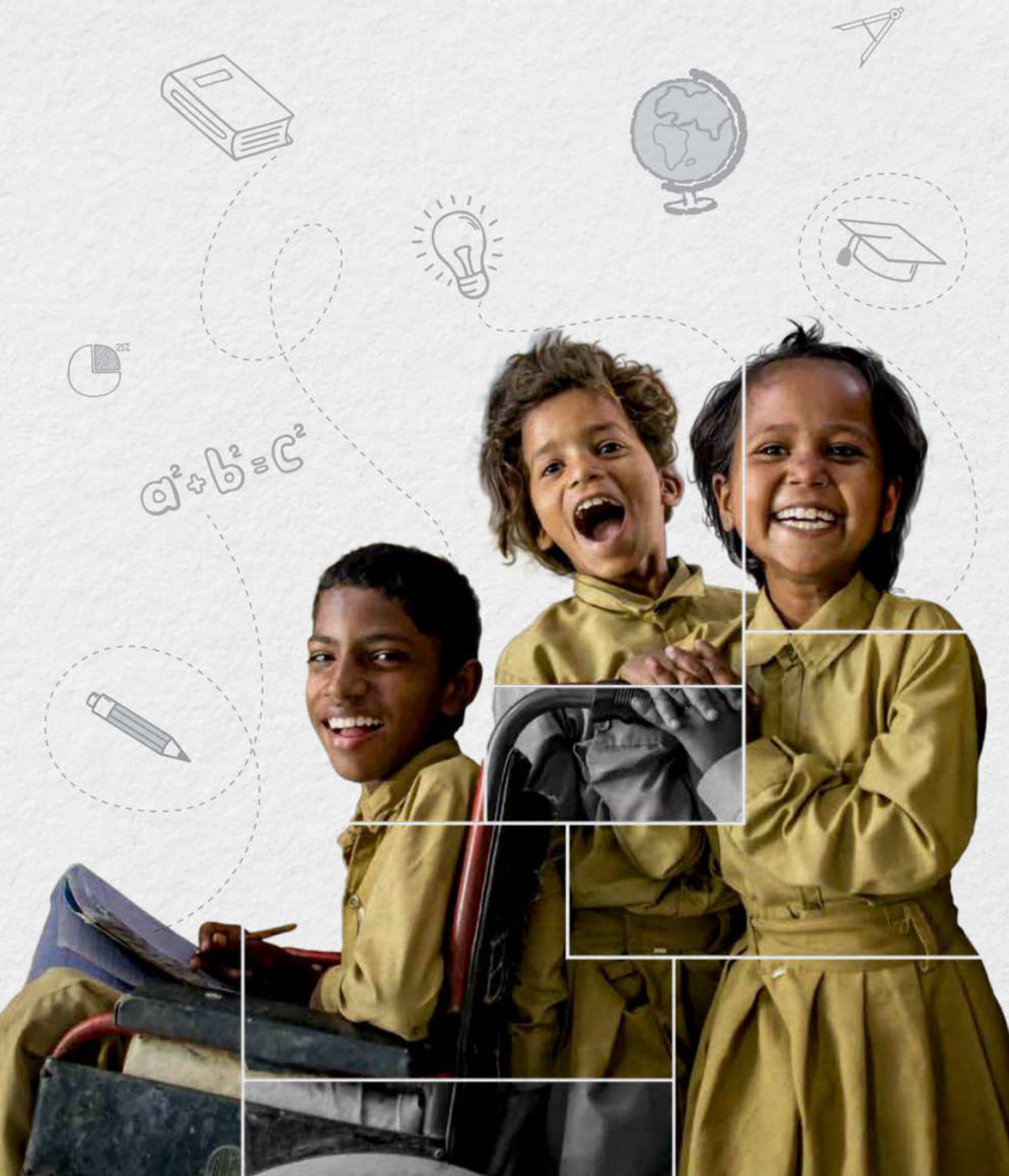


Rural Livelihood

NGO Partners

INCLUSIVE

EDUCATION



INCLUSIVE CURRICULUM: INTRODUCTION

PROBLEM

1 in 6 children



ARE ON MARGINS*

*MARGINS INCLUDE - CHILDREN WITH PHYSICAL/ SENSORY DISABILITY, DEVELOPMENTAL DISABILITY, MENTAL ILLNESS, CRITICAL ILLNESS, AFFECTED BY VIOLENCE

> 50%



OF THE CHILDREN ARE AT
RISKS FOR DISABILITY BUT ONLY
FEW GET IDENTIFIED.

> 75%



MORE THAN 75% OF THESE
CHILDREN **DO NOT ACHIEVE BASIC**
FOUNDATIONAL LITERACY AND
NUMERACY SKILLS

THE VULNERABILITY OF CHILDREN INCREASES WITH THE INTERSECTIONAL COMPLEXITY OF GENDER, POVERTY, CASTE & DEMOGRAPHICS.

SOLUTION

INCLUSIVE LEARNING MATERIALS

Inclusive and adapted learning materials to ensure every child learns.

ADAPTED ASSESSMENTS

Assessments modified to match the learning levels of children, ensuring a fair and accurate evaluation.

INCLUSIVE EDUCATION SOLUTIONS

CAPACITY BUILDING OF STAKEHOLDERS

Training and creation of pedagogy resources for teachers and other stakeholders.

ECOSYSTEM AWARENESS & ADVOCACY

Inclusion drives and campaigns for sensitization of the ecosystem.



PROJECT SAMAVESH

Tamil Nadu has been a flagbearer in embedding inclusion in education at a systems level, to ensure that no child is left behind.



To support CWSN in school, Tamil Nadu state **trained teachers and special educators** across the state on inclusive classroom practices.



Tamil Nadu government ensured **universal screening of children across the state** and those identified were tagged to provide early intervention support.



The state ensured that **children with development disabilities received inclusive books in schools** as a part of their 'Naanum Velven: I too can win' program.



To address stigma at a systems level, the state **organized rallies in schools and undertook other mass awareness drives** to build community awareness and educate parents.



Tamil Nadu focused on building a holistic school education system that not just empowers CWSN but also all struggling learners.



37,600

NO. OF SCHOOLS REACHED



50,000

NO. OF CWSN STUDENTS REACHED



1,170

NO. OF SPECIAL EDUCATORS REACHED



54,000

NO. OF TEACHERS REACHED

KEY HIGHLIGHTS OF 2023-24

LAUNCH OF THE THE NALAM NAADI APP

The Tamil Nadu State government introduced the Nalam Naadi app, after a successful demonstration by Sol's ARC in its pilot districts. The app is a universal screening tool for identifying risks for disability, health and nutrition. It was launched by the state Education Minister Mr. Anbil Mahesh Poyyamozhi, and has screened the students across state.



PIONEERING BASELINE ASSESSMENTS FOR CWSN

Through Sol's ARC's support to advocate for CWSN and integrate their data into mainstream education, the Tamil Nadu government conducted tailored assessments for CWSN. These evaluations focused on their specific Foundational Literacy and Numeracy needs, making Tamil Nadu as the first state in India to adopt such an inclusive educational approach. This initiative ensures more focused support for CWSN.



TESTIMONIALS

Sadhana, a 10 year old child with a learning disability studies in class V in PUMS Kandamangalam, Villupuram.

Sadhana's father passed away 5 years ago and her mother Sharmila has mental illness. She lives with her grandmother who takes care of her. According to her grandmother after receiving inclusive books she has become very active, she loves her new book so much that she enthusiastically sits and writes in the book for a long time. She also takes the book to her father's picture and talks to him with her book in her hand.

" I will study well and become a big officer one day. "

-SADHANA

A student with learning disability in Tamil Nadu.



MISSION ANKUR

Sol's ARC, works as a technical partner for FLN mission Ankur in Madhya Pradesh, a state which has made significant strides in enhancing Foundational Literacy and Numeracy (FLN) skills among students primary grades. Sol's ARC has developed teaching learning materials such as teacher guides, student books for English and Math, grades 1&2, educational tools and implemented training programs, which has demonstrated substantial progress so far. Through the modules developed by Sol's ARC, training sessions have reached multiple blocks across districts building the capacity of resources groups and teachers through a Cascade training model. Pedagogical innovations like multi-grade lesson plans, integration of socio-emotional learning and development of curriculum based on principles of Universal Design for Learning (UDL) signify a concerted push towards inclusive teaching methodologies and classroom practices to foster better learning outcomes in foundational education for all children within Madhya Pradesh.



79,215

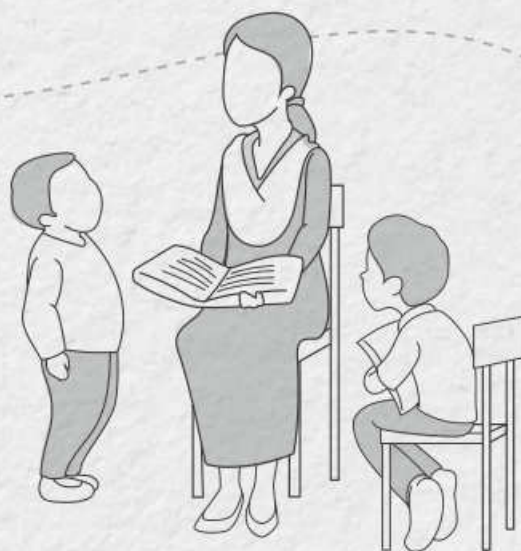
TOTAL NO. OF SCHOOLS IN
GRADES 1 & 2



16,73,929

NO. OF STUDENTS WHO RECEIVED BOOKS
DESIGNED BY SOL'S ARC

MADHYA PRADESH
STATE



KEY HIGHLIGHTS OF 2023-24

EXPANSION FOR GRADE 3 LITERACY CURRICULUM

Following the successful completion of Sol's ARC's partnership with the Madhya Pradesh government for grades 1 and 2, we have extended our collaboration to deliver content for literacy for grade 3. This extension has reinforced the effectiveness of Sol's ARC's curriculum and boosted confidence in its impact.



LAUNCH OF THE MENTORING TOOL

The Mentoring Tool developed by Sol's ARC aims to improve teaching quality by identifying gaps in teachers' practices and supporting effective curriculum implementation. It includes a Teacher Observation Tool and a Spot Assessment Questionnaire, which evaluates students' understanding in three phases to ensure timely interventions. The tool provides guidance to 86,000 teachers, enhancing both teacher effectiveness and student learning outcomes.



TESTIMONIALS

Rashmi Khare, a District Resource Group representative from Katni district, was a part of the cascade level trainings conducted in the state for building the capacity of the teachers. She found the experiential training format incredibly helpful as it was 70% participant - driven.

"The multigrade lesson plans helps us to save time in planning as well as helps us cater to individual students according to their needs. The lesson plan provides a balance of rigidity of end goals for students as and flexibility for teacher to achieve that goal in their own way."

-RASHMI KHARE

A district resource group representative, Madhya Pradesh.



KIZAZI PROJECT

Sol's ARC continued its partnership with the National Youth Awareness Forum and Kizazi to improve learning outcomes of students by designing and developing a social-emotional learning integrated Math curriculum materials for upper and lower levels primary schools for grades 1 to 6 in Sierra Leone. The curriculum package included worksheets, practice worksheets, assessments and lesson plans. This marks our first international partnership, setting the foundation for scaling our work globally.



19,718

NO. OF STUDENTS REACHED



460

NO. OF TEACHERS REACHED



67

NO. OF SCHOOLS REACHED



OTHER NGO PARTNERSHIPS



EDUCATE GIRLS

(PROJECT PRAGATI)

 **MULTIPLE CITIES**

As the technical partner for Project Pragati, Sol's ARC addressed the educational challenges faced by out-of-school girls in secondary schools. The project's key milestones supported Sol's ARC's broader mission of creating inclusive learning spaces and increasing career awareness for marginalized children. Sol's ARC provided expertise to help these girls complete Grade X by developing and reviewing educational materials tailored to the girls' needs and creating specialized training modules for the Educate Girls team, implementing partners and government officials. Additionally, a pre-enrollment tool was designed to streamline the selection process and offer targeted academic support.

TEACHFORINDIA

TEACH FOR INDIA

 **MULTIPLE CITIES**

Sol's ARC continued its partnership with Teach for India, one of the largest NGOs working in urban low-income schools, across its 8 cities by developing the Baseline, Midline and Endline student assessments that help teachers evaluate the learning levels of the students and then provide appropriate support. Additionally, Sol's ARC also worked on developing the fellow assessments, which are an important part of the fellow selection assessment procedure.



23,900

STUDENTS WERE EVALUATED USING THE BASELINE, MIDLINE & ENDLINE ASSESSMENTS



7,600+

APPLICANTS SCREENED USING THE FELLOW ASSESSMENTS



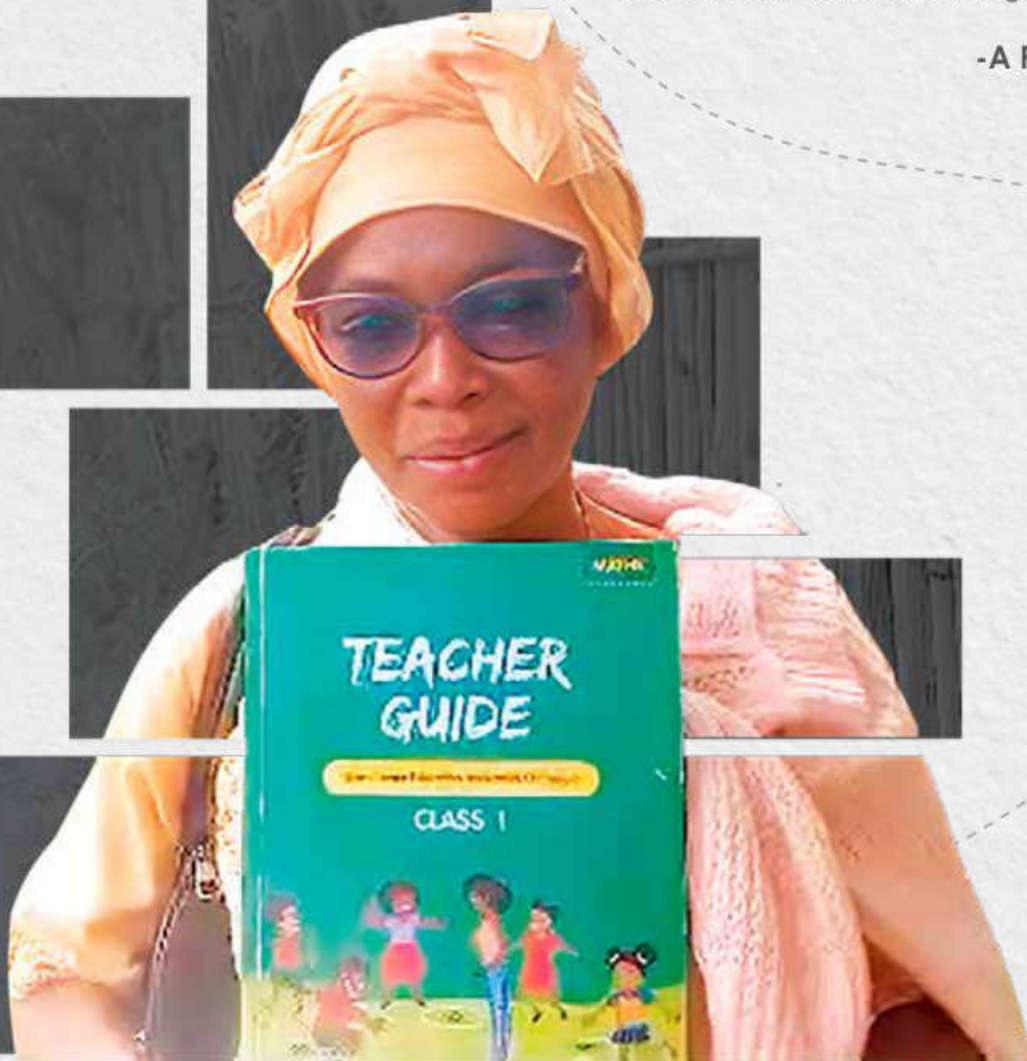
% OF STUDENTS SUCCESSFULLY ACHIEVED PROFICIENCY IN THEIR GRADE-LEVEL MATH ASSESSMENT

TESTIMONIALS

As a part of the Sierra Leone Education Innovation Challenge (SLEIC) Sol's ARC partnered with Kizazi to develop student workbooks and teacher guides impacting more than 136,000 children in 325 schools nationwide. The teachers found the guides highly useful and shared their experiences with implementing them.

"I've learnt a lot from this program, It has improved my skills in class. I find that the children learn very fast. I start from the concrete and then go to the pictorial & abstract. It's been very interesting, the atmosphere in classroom is very very cordial. My relationship with the students has improved, they interact and participate very well in classroom. Every child is engaged while solving their workbooks. The guide has helped me by making my work easier. Since everything is in one book, it saves a lot of my time. With the grading section, I'm able to mark the students and guide them wherever necessary."

-A PRIMARY SCHOOL TEACHER
Sierra Leone, Africa



APP BASED TOOL: INTRODUCTION

PROBLEM

50%



OF CHILDREN ARE **AT RISK FOR MENTAL HEALTH CHALLENGES, DISABILITIES AND/OR ABUSE.**

10%



OF CHILDREN **GET IDENTIFIED** AND EVEN LESSER GET HELP.

80%



OF THE **TEACHERS ARE UNAWARE** OF THESE RISKS.

SOLUTION

EARLY SCREENING OF RISKS

Enables early flagging of health, nutrition, and disability risks in children, allowing timely support and care to prevent further issues.

INCLUSIVE EDUCATION SOLUTIONS

ACCESS TO SOCIAL SECURITY SCHEMES

Facilitates children's access to financial assistance and other support systems to ensure their well-being.

TEACHER AWARENESS

Equips teachers with the knowledge and strategies to create inclusive classrooms, promoting an environment that supports all students.



APP BASED TOOL

SECTIONS



SCREEN: Teachers can use the app to identify students at risk in areas such as physical health, mental health, types of disabilities and nutrition.



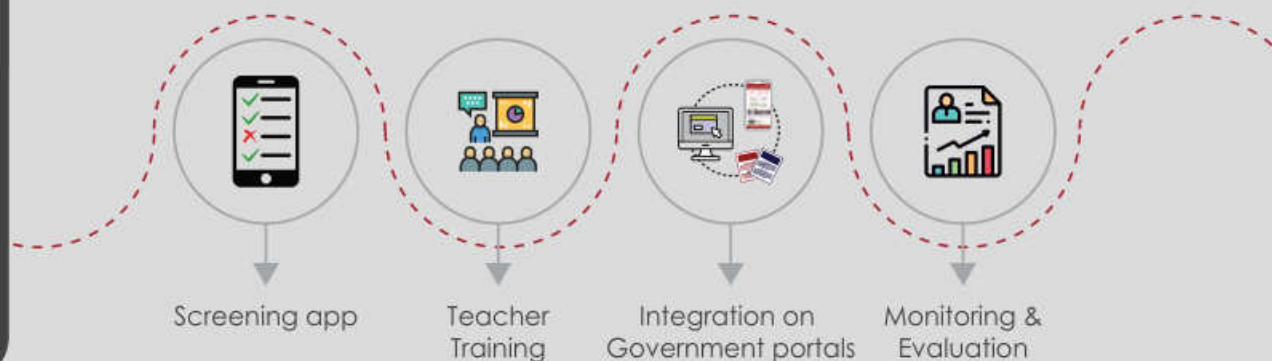
LEARN: The app provides learning modules for teachers on understanding disabilities and implementing classroom strategies to include children with special needs.



ACT: Based on the screening, the app will suggest relevant government schemes to students, considering their health and disability risks, geographical vulnerability, financial condition, etc.

MODEL

Partnerships with Government/NGO's



TESTIMONIALS

The state of Tamil Nadu not only welcomed Sol's ARC's app-based screening tool with enthusiasm but also took a bold step by making it a crucial part of their data collection system through its integration into the state developed app and training teachers to use it.

"The app is new and unique that not only help CWSN but other children too! We have learnt that these children shouldn't be excluded as they have skills and are entitled to many schemes that we have learnt today. The games conducted during the training were exciting."

-MS SUHASINI,
PUMS Teacher, Villupuram District.



The App has now been integrated with the government of Tamil Nadu where every child is being universally screened for health, disability and nutrition.

ECONOMIC EMPOWERMENT



URBAN EMPLOYMENT: INTRODUCTION

PROBLEM

8.1million



INDIVIDUALS ARE PERSONS
WITH DISABILITIES IN
URBAN AREAS

70%



PEOPLE WITH DISABILITIES
ARE **UNEMPLOYED**

90%



OF PEOPLE WITH **AUTISM AND
INTELLECTUAL DISABILITIES** ARE
UNEMPLOYED

SOLUTION

JOB MAPPING

Mapping and selecting job processes as per the skillsets of the target group.

ACCESSIBLE CURRICULUM

Creating content as per standardized frameworks in accessible formats.

VALIDATION & CERTIFICATION

Content developed is validated and verified by sector councils.

ECONOMIC EMPOWERMENT

CAPACITY BUILDING

Training of partner NGO stakeholders.

EMPLOYMENT OPPORTUNITIES

Employment in industries and within communities.

SOCIAL SECURITY

Linkages to social security schemes.



URBAN EMPLOYMENT

Sol's ARC's Urban Employment Program (UEP) was launched in 2017, with the aim to identify employable PwDs, create life skill-based learning materials, job matching, and offer post-employment support. The objective is to provide pre-vocational and vocational training opportunities for young adults with Autism and Intellectual Disabilities, along with internships and job placements in industry, through organizations like Amazon, Lemon Tree, etc. The overarching goal is to foster an inclusive ecosystem that addresses existing barriers to equal employment opportunities for this demographic.



28

NO. OF PARTNERS



414

NO. OF STUDENTS
ENROLLED



90

NO. OF STUDENTS
PLACED



₹12,000

AVERAGE MONTHLY
INCOME OF YOUNG ADULTS

KEY HIGHLIGHTS OF 2023-24

NEW JOB OPPORTUNITIES AT AMAZON

Following a successful partnership of Sol's ARC with Amazon, they expanded job roles beyond the delivery center for the first time for the NCSC for DA batch (National Career Service Centre for Differently Abled). Students were placed at the new sorting and fulfillment centers, marking a significant step in recognizing the capacities of individuals with intellectual disabilities.



DELOITTE CSR INITIATIVE

As part of Sol's ARC's efforts towards sensitizing industry partners on Inclusion, Deloitte's team visited Sol's ARC, interacting with students and conducting activities that foster inclusion awareness for its employees. Sonali Saini, the founder of Sol's ARC shared insights on the need for diversity, inclusion, and equity in employment practices.



ASCI AND UNSTEREOTYPICAL ALLIANCE PANEL

Sol's ARC pioneered a unique training module to equip young adults with intellectual disabilities and autism to graphic designing, providing personalized mentorship and tailored training sessions. The young adults got an opportunity to showcase their creativity and skills by designing the creatives of the event hosted by ASCI. Sol's ARC joined a panel with ASCI and UN Women to discuss diversity in media and advertising.



TESTIMONIALS

Shubham, a 24-year-old with intellectual disabilities, has faced many challenges throughout his educational and career journey. Despite these obstacles, he has shown remarkable perseverance and strength, paving his way in the vocational sector.

After finishing his Grade 10 exams, Shubham sought to develop practical skills and joined a welding course at the National Career Service Center (NCSC), but Shubham aimed for more. Thanks to a collaboration between Sol's ARC and NCSC, he enrolled in a Fast Track E-Commerce course, which expanded his skill set and opened doors to the corporate world. Shubham completed an internship at Amazon, where his hard work and dedication earned him a permanent job offer.

"I never thought I'd work in a big company like Amazon. I'm thankful to the training and guidance by Sol's ARC which helped me build the skills and confidence I needed to succeed in such a company."

-SHUBHAM KHAIRE

A student at Sol'sARC



RURAL LIVELIHOOD: INTRODUCTION

PROBLEM

70%



PwDs LIVE IN **RURAL INDIA**

22 million



AGED **18-29 YEAR**

80%



PwDs AGED **18-29 YEARS** END
IN A **CYCLE OF POVERTY**

SOLUTION

LIVELIHOOD MAPPING

Mapping and selecting livelihood processes as per the skillsets of the target group.

CAPACITY BUILDING

Training of PwDs/Stakeholders.

ECONOMIC EMPOWERMENT SOLUTIONS

ACCESSIBLE LIVELIHOOD CURRICULUM

Creating accessible and contextualised content for livelihood trainings.

LIVELIHOOD OPPORTUNITIES

Providing livelihood opportunities within the communities as per the geography.

SOCIAL SECURITY

Providing access to social security schemes.



RURAL LIVELIHOOD

Sol's ARC initiated a pilot for its Rural Livelihood Program (RLP) in Mujkuwa, Anand, Gujarat in 2022 with the aim to empower rural PwDs to be independent, fostering community-wide inclusion and building an ecosystem of support and access to opportunities. The model designed on the basis of National Rural Livelihood Mission (NRLM) focuses on grouping of PwDs into Self Help Groups, providing access to identity documents such as disability certificate, UDID cards and bank accounts and social security schemes, training of PwDs for livelihood and providing post livelihood support. Sol's ARC has taken a comprehensive approach, addressing challenges throughout the ecosystem to develop solutions that are both replicable and scalable, thereby enhancing the livelihood prospects of these individuals.



77

NO. OF PwDs IDENTIFIED



50%

% OF ELIGIBLE PwDs RECEIVING
THE DISABILITY CERTIFICATE



56

NO. OF PwDs RECEIVING ACCESS TO
AT LEAST ONE SOCIAL SECURITY SCHEME



44

NO. OF PwDs ENGAGED IN
LIVELIHOOD ACTIVITIES

KEY HIGHLIGHTS OF 2023-24

FOSTERING SAVING HABITS

With the awareness activities conducted by Sol's ARC around savings, amongst the 4 groups 3 Self-Help Groups & 1 Producer Group the total amount saved so far has been Rs. 29,700. This is a huge achievement for the PwDs who started saving amounts as small as Rs. 30 per month.



CUSTOMISED LIVELIHOOD TRAININGS

Sol's ARC created specialized training modules tailored to the needs of PwDs, focusing on four livelihood activities: Organic Kitchen Gardening (OKG), Vermicomposting, Sticky Traps, and Intercropping. These training sessions, which spanned for 2-3 months and were conducted across various seasons, providing practical, hands-on support to PwDs.



JAYANTIBAI'S TRANSFORMATIONAL JOURNEY

Jayantibhai, a person Locomotor disability, whose experience with Sol's ARC has been one of remarkable growth. Our intervention enabled him and other rural PWD farmers to unite and establish Producer Groups. Through the established Farmer Producer Organization network, the produce from these livelihood activities was successfully brought to market. Previously a shy shopkeeper, Jayantibhai is now a respected leader in his community. His increased confidence and income have turned him into a passionate advocate for persons with disabilities in the Mujkuva PWD Producer Group.

"I never thought I'd become a leader, but now as President of our PWD Producer Group, I love attending meetings and discussing our work with fellow farmers. Since joining Sol's ARC, I'm more active and connected with people. My confidence has grown, and I'm excited for what's ahead."



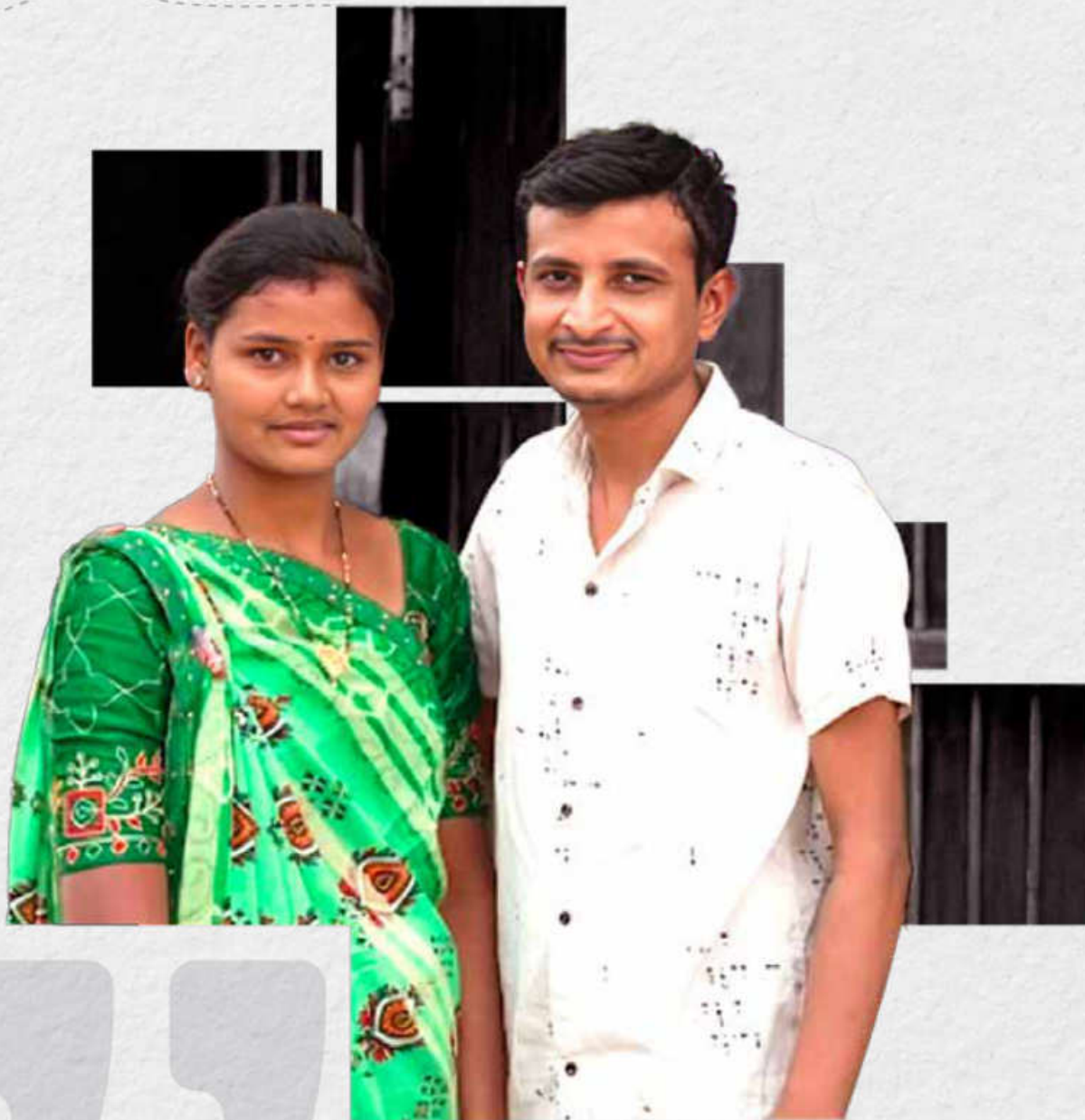
TESTIMONIALS

Ranjeet bhai and Sheetal Ben, a young couple, both having hearing impairment. They have received ₹1 Lakh in August under the Disabled Marriage Incentive Scheme through Sol's ARC's intervention. This amount has been of great help to Ranjeet bhai who lost his job in Covid and this money is helping him to pursue his dream of starting a computer center.

"We will pursue our dream together with ₹1 Lakh received from government scheme."

-RANJEET BHAI & SHEETAL BEN

A beneficiary couple in Mujkuwa, Gujarat.



ECOSYSTEM BUILDING

PLAYBOOK ON "MAKING FOUNDATIONAL LITERACY & NUMERACY INCLUSIVE FOR CHILDREN WITH SPECIAL NEEDS" ALONG WITH DALBERG

Sol's ARC, in partnership with Dalberg, organized a momentous event called IncluED centered around the unveiling of our playbook titled "Making FLN Inclusive for Children with Special Needs". The playbook dissemination was held at the Travancore Palace in Delhi in April, and brought together nearly 40 esteemed organizations, ranging from funders to NGOs, each deeply committed to our shared mission of advancing inclusive education. This event marked a pivotal moment for Sol's ARC to lead the way in building an inclusive educational ecosystem and unite with aligned organizations to co-create a shared vision that ensures no child is left behind



AAHA 2023 WORKSHOP WITH EKSTEP FOUNDATION

Sol's ARC conducted the "Aaha: Re-think, Re-do" workshop in collaboration with EkStep Foundation in Bangalore. It was a ground-breaking event brought together content creators, influencers, educators, and thought leaders from over 35 organisations working in the space of Foundational Literacy & Numeracy across the country with an aim to make education inclusive for every last child.



PWD AWARENESS WORKSHOP WITH NCPEDP

Sol's ARC team was invited by National Centre for Promotion of Employment for Disabled People (NCPEDP) in Mumbai with parents, caregivers and young adults with disabilities. The workshop aimed to increase awareness among the stakeholders regarding the rights of PwDs with focus on Representation of People with disabilities (RPWD) Act and how can they access those rights without discrimination.

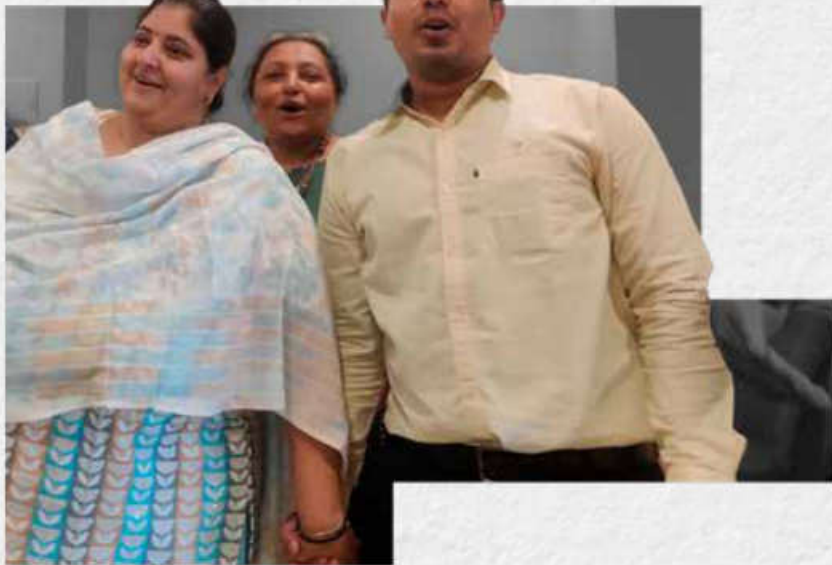


ORG LEVEL ACTIVITIES

STRATEGIC PLANNING RETREAT FOR SCALING UP

Sol's ARC team embarked on a leadership annual retreat to Goa to strategically discuss and plan for the next financial year. The retreat began with a productive meeting with Dalberg where we gained valuable insights into the best practices for scaling impact and operational strategies. This was followed by our team's annual plan presentation, allowing focused discussions on aligning our goals and strategies for the upcoming year.

The visit also provided an opportunity for team bonding by blending official engagements with leisure activities. Our itinerary included a mix of strategic sessions, such as the annual plan presentation, alongside team-building activities and shared meals, fostering camaraderie and reinforcing our collective commitment to Sol's ARC's mission. The trip marked an important step in our journey toward expanding our impact and reaching more beneficiaries across different regions.



ORG LEVEL ACTIVITIES

WORKSHOP ON SENSITIZING EMPLOYEES: CHILDREN ON MARGINS AND DISABILITIES

Sol's ARC conducted a workshop to raise awareness among employees on the appropriate language and terminology when referring to PwDs, emphasizing a "person-first" approach, where the individual is acknowledged before their disability. The session also addressed the organization's expanded focus on working with children on the margins of society. The workshop highlighted the importance of inclusion, particularly at the workplace, guiding employees on how to interact respectfully with individuals with disabilities.

This workshop, modeled on the lines of the Aaha workshop, encouraged teams to explore how they work in their department towards inclusion. This hands-on approach involved simulation activities, allowing participants to experience the challenges faced by PwDs, firsthand, while showcasing how different teams at Sol's ARC are driving initiatives toward greater inclusion.



ORG LEVEL ACTIVITIES

WORKSHOP ON ORGANIZATIONAL CULTURE: STRENGTHENING THE FOUNDATIONS OF SOL'S ARC

Sol's ARC hosted a significant workshop on organizational culture building, facilitated by Ms. Pooja Taparia, Founder & Chief Executive, Dr. Manjeer Mukherjee, Senior Director – Content & Curriculum, and Pallavi Wagle, Associate Director - People and Culture & Communications from Arpan. This session was instrumental in aligning our team's values, principles, and culture with our mission. Through collaborative discussions, we established essential principles such as mutual respect, ethical behavior, and a mission-driven approach, along with core values like inclusivity, optimism, and a growth mindset.

Looking ahead, we are committed to embedding these foundational elements into our everyday practices, decision-making, and employee engagement activities. By cultivating a cohesive and value-driven environment, we aim to reinforce our organizational culture and inspire our community in our ongoing mission to support people with disabilities with excellence.



EVENTS ATTENDED

Leading Change

Our founder Sonali Saini shared Sol's ARC's transformative journey towards inclusivity at the 'Charkha' round table hosted by Her Story Jewels. Engaging with cross-sector change-makers, the discussion was moderated by journalist Ms. Faye D'souza, highlighting Sol's ARC's impactful initiatives and commitment to fostering inclusivity.



Advocating for Inclusivity

Sonali Saini, participated in the D&I event hosted by ASCI and the Stereotype Alliance panel, in collaboration with UN Women. The event emphasized the impact of diversity in media and advertising, advocating for inclusivity and representation. Sol's ARC remains committed to promoting diversity and inclusion across all sectors, fostering a more equitable society.



Participation in Communications workshop

Gaurav Jugal, Lead Enabler at Sol's ARC, attended an enriching three-day workshop hosted by Studio Subu in Kolkata. This immersive experience featured a blend of training sessions, insightful interactions with seasoned mentors, and hands-on working time. The workshop was designed to enhance the communication strategies of participating organizations, providing valuable tools and techniques to strengthen their outreach and impact.



Participation in TN-RIGHTS Stakeholders Workshop

Sonali Saini, founder of Sol's ARC and Ms. Gomathi, curriculum developer at Sol's ARC participated in the TN Rights Stakeholders workshop organized by the Directorate for Welfare of the Differently Abled (DWDA). This government initiative, supported by the World Bank, promotes inclusion and opportunities for individuals with disabilities across Tamil Nadu's 38 districts focusing on enhancing inclusion, improving access to care services, and implementing initiatives to enhance resilience and productivity. Sol's ARC's Urban and Rural interventions, were presented to highlight support for adults with Autism and Intellectual Disabilities.



FUTURE ENDEAVOURS

INCLUSIVE EDUCATION

► State Expansion

Building on the success of Tamil Nadu's Project Samavesh, Sol's ARC is now expanding its work to Uttar Pradesh as a PMU under the Samagra Shiksha of Education Department, customizing inclusive solutions for the state. This will include strengthening the FLN system, developing adapted teaching materials and building stakeholder capacity for inclusive education.

► NGO Partnership

Sol's ARC is aiming to expand its NGO partnerships and will be soon starting to work with the Language and Learning Foundation (LLF) on designing a remedial program for FLN (Foundational Literacy & Numeracy) and participating in a research study on marginalization and equity undertaken by the University of Pennsylvania.

ECONOMIC EMPOWERMENT

► Project Expansion

Following the successful execution of the Rural Livelihood program in Mujkuwa, Sol's ARC will soon expand its work to two new clusters namely Khadol and Aasodar to enable the empowerment of the PwDs.

► State Expansion

Sol's ARC is in conversations with the state government of Meghalaya for entering a technical partnership with the state, to bring about the lens of inclusion in the state livelihood programs like MSRLS by empowering the PwDs.

► NGO Partnership

Sol's ARC aims to pilot its first community-based urban livelihood initiative in Mumbai's M East ward with Apnalaya and, and is in conversations with Akshaya Patra, to explore sustainable economic opportunities for Urban youth with disabilities.

ECOSYSTEM BUILDING

► IncluED, a Chatbot for teachers

In collaboration with Amazon Web Services & Glific, Sol's ARC is in the process of developing a WhatsApp Chatbot designed to empower teachers by providing practical classroom strategies to address the challenges for learning, behavior & special needs. This innovative solution will bridge the gap between theoretical training and the practical needs of teachers, offering real-time, actionable support that can be used directly in the classroom.

► Collaborating with Vidhi Centre for Legal Policy

After the successful launch of the playbook, we will be partnering with Vidhi Centre for Legal Research and Policy to create implementation directives based on legal frameworks. These directives will be aligned with existing policies and presented to government officials for improved implementation in educational settings.

INCLUSIVE EDUCATION

NGO PARTNERS



TEACHFORINDIA

GOVERNMENT PARTNERS



TAMIL NADU



MADHYA PRADESH

APP-BASED SCREENING TOOL



TAMIL NADU



ECONOMIC EMPOWERMENT



OUR SUPPORTERS



Empower - The Emerging Markets Foundation



Porticus



Maitree Trust



Marshall Foundation



Azim Premji Philanthropic Initiatives Private Limited



Signet Excipients Pvt Ltd



GMSP Foundation



Educate Girls



Nudge Lifeskills Foundation



Fidelity International



Dr. Reddy's Foundation



HT Parekh



Airpay Payment Services Private Limited



British Asian Trust



Central Square Foundation



SIDBI



Give India



Social Venture Partners



COLLABORATORS



Ek step



Dalberg



Bytesor

OUR ACHIEVEMENTS

URBAN EMPLOYMENT



**SIDBI award - Best practice for
Employment of
Persons with Disabilities**

INCLUSIVE EDUCATION



**Nexus of Good Foundation
Annual Award 2023**

UNIVERSAL SCREENING

**Data for Good Exchange
2023**

**Winner of the DG4X award
hosted by Dasra, Bloomberg,
Societal Thinking, and
Stanford PACS**

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FINANCIALS

The Bombay Public Trusts Act, 1950		SCHEDULE VIII [Vide rule 17(1)] SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC) Registration no. F- 25351(Mumbai) BALANCE SHEET AS AT 31ST MARCH 2024			
2022-23	FUNDS AND LIABILITIES	2023-24	2022-23	PROPERTY AND ASSETS	2023-24
	<u>Trust Funds or Corpus</u>		-	<u>Immovable Properties</u>	-
10,000	As per last year 10,000		-	<u>Investments</u>	-
-	Add: During the year -			<u>Furniture & Fixtures</u>	
10,000	10,000	10,000		Balance as per last	
			13,91,968	Balance Sheet 2645199	
	<u>Other Earmarked Funds:</u>		20,45,607	Additions during the year 587929	
	(Created under the provisions of trust deed)		-	Less : Sales during the year 0	
-	Depreciation Fund -	-	-7,92,376	Depreciation up to date -834727	23,98,401
-	Sinking Fund -	-	26,45,199		
-	Reserve Fund -			<u>Loans</u>	
1,33,22,215	Any other Fund 3,32,43,304	3,32,43,304	-	Loans Scholarship -	-
			-	Other Loans -	-
	<u>Loans (Secured or Unsecured)</u>			<u>Advances</u>	
-	From Trustee -	-		To trustees -	-
-	From Others -	-		To employees -	-
				To contractors -	-
56,403	<u>Liabilities and Provisions</u>			To lawyers -	-
5,80,000	For Expenses 1,35,094	1,35,094		To Others 4,16,283	
-	For Deposits 2,40,000	2,40,000	3,02,982		
-	For rent and other deposits -	-		<u>Income Outstanding</u>	
-	For sundry credit balances -	-		Rent -	-
				Interest -	-
68,96,500	<u>Income And Expenditure Account</u>			Other Income -	-
	Balance as per last year 1,56,75,439				
	Less : Excess of expenditure over			<u>Cash and Bank Balances</u>	
87,78,939	income during the year (35,21,356)			(a) Bank In Current Account 3,12,38,156	
1,56,75,439	1,21,54,083	1,21,54,083	1,43,20,717	Bank In Fixed Deposit Account 1,17,17,640	
			1,23,71,076	(b) Cash With the Trustee -	
			4,083	(c) Cash With the Manager 12,001	
2,96,44,057	TOTAL RS. 4,57,82,481	4,57,82,481	2,96,44,057	TOTAL RS. 4,57,82,481	

The above Balance Sheet to the best of our belief contains a true account of the Funds and Liabilities and of the property and Asset of the Trust.

AS PER OUR REPORT OF EVEN DATE
FOR S. P. GUPTA & ASSOCIATES
CHARTERED ACCOUNTANTS
F.R.No.103445W

FOR SOL'S ASSESSMENT AND REMEDIAL CETRE (SOL'S ARC)

Preeti
Preeti Parasrampuria
Partner
Mem.No.131204



Place : Mumbai
Date : 13/09/2024

Trustee
Trustee

N. Bhachan
Trustee

Refer
Trustee



FINANCIALS

The Bombay Public Trusts Act, 1950		SCHEDULE IX [Vide rule 17(1)]			
		SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC)			
		Registration no. F - 25351(Mumbai)			
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST MARCH 2024					
2022-23	EXPENDITURE	2023-24	2022-23	INCOME	2023-24
	To Expenditure in respect of properties		-	By Rent	-
-	Rates , Taxes , cesses	-			
-	Repairs and Maintenance	-		By Interest (accrued & realised)	
-	Salaries	-	-	On Securities	-
-	Insurance	-	-	On Loans	-
-	Depreciation	-	2,56,458	On Bank account	3,52,771
26,64,943	To Establishment expenses	21,44,318	5,49,619	On Fixed Deposit	6,28,310
35,88,571	To Remuneration To Trustees	29,25,000	10,635	On Income Tax Refund	-
-	To Remuneration (in the case of a math) to the head of the match, including his household expenditure, if any	-	-	By Dividend	-
			1,99,91,031	By Donations in Cash or Kind	2,93,66,581
-	To Legal Expenses	-	2,49,24,984	By Grant	1,52,69,206
82,600	To Audit fees	94,400	17,97,656	By Income from other sources	13,47,066
-	To Contribution and fees	-	-	By Transfer from Reserve	-
				By Deficit carried over to Balance Sheet	
-	To Amounts Written off	-			
-	(a) Bad Debts	-			
-	(b) Loans Scholarships	-			
-	(c) Irrevocable rents	-			
-	(d) Other items	-			
	To Miscellaneous expenses				
7,92,376	To Depreciation	8,34,727			
	To Expenditure on objects of the trust:-				
3,16,22,954	(a) Religious	-			
	(b) Educational	4,44,86,845			
	(c) Medical Relief	-			
	(d) Relief of Poverty	-			
	(e) Other Charitable Objects	-			
		4,44,86,845	4,44,86,845		
87,78,939	To Surplus carried over to Balance Sheet	-35,21,356			
4,75,30,383		4,69,63,934	4,75,30,383		4,69,63,934

AS PER OUR REPORT OF EVEN DATE

FOR S. P. GUPTA & ASSOCIATES

CHARTERED ACCOUNTANTS

F.R. No.103445W

Preeti
Preeti Parasrampur
Partner
Mem.No.131204

Place : Mumbai
Date : 13/09/2024



FOR SOL'S ASSESSMENT AND REMEDIAL CENTRE (SOL'S ARC)

Trustee

Trustee

Machan

Trustee

Trustee

Refer





I

**Accept
Involve
Include**





www.solsarc.ngo



101, Crystal Paradise, Dattaji Salvi Road, Off Veera Desai Road, Andheri (W),
Mumbai 400053. Landmark: Opp. Fab India.