



NOIDA DEAF SOCIETY
DEAFinitely leading the way

ANNUAL REPORT 2022-23

Registered Office: 469, Sector 29, Noida, Uttar Pradesh - 201301

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Foreword



Empowering the Deaf Community, Empowering Futures

It is with immense pride and pleasure that I extend my heartfelt greetings to all the supporters, stakeholders, and friends of Noida Deaf Society. As we present our annual report for the year 2022-23, we also celebrate the remarkable strides we have taken in our mission to transform the lives of Deaf children and youth.

Since our inception, Noida Deaf Society has been steadfast in its commitment to creating an inclusive society where every Deaf child and a Deaf youth can thrive, unburdened by barriers that often obscure their potential.

Through our multifaceted programs, we have sought to bridge the gaps in education, communication, livelihood and social integration. We have been able to nurture a generation of Deaf Mentors and Trainers and along with our dedicated NDS team members we have strived to become the catalysts for change within the community and in our society at large.

As we reflect on our accomplishments, we acknowledge that much remains to be done. Our commitment to the cause of Deaf children and youth has only grown stronger, and we shall persist in our efforts to build a world where their voices are heard and their potential recognized.

This annual report serves as a testament to the impact we can make when we come together, united in our resolve to create a brighter and more inclusive tomorrow. I extend my sincerest gratitude to everyone who has contributed to our journey and invite you all to continue supporting our cause as we embark on another year of progress, possibility, and empowerment.

With Profound Gratitude

Ruma Roka
Founder

Journey So Far

Noida Deaf Society (NDS) was setup in 2005 as a not-for-profit society by Ms. Ruma Roka the founder of NDS, with an intention of enabling a positive change in the lives of Deaf children and youth. With bare minimum personal resources, she started NDS from a small two bedroom flat teaching the students how to communicate in English in the written form.

Overcoming the challenges of not finding suitable teachers for the students, she created able leaders and role models in the Deaf community. Today, NDS has 54 Deaf Trainers and Managers who along with their non- deaf counterparts are taking ownership and responsibility towards the growth of NDS. This is a one of a kind organization where over 70% employees are from the Deaf community.

NDS also bridged the gap between the Deaf and world of Computers through Computer Literacy to the Deaf youth being delivered via Indian Sign Language. Also, NDS is the first space in the country which provides Vocational Trainings and Skill Development courses for the Deaf Youth, in a nurturing environment using Indian Sign Language.

Realizing that Education is the only way forward for to develop capable and skilled youth, in the year 2009 NDS laid foundation to its Primary school. Since then we have striven to mobilize deaf youth from villages across U.P, Haryana, Bihar, Rajasthan, and even West Bengal.

NDS Reach & Impact:

- **4 centres in India – Rajasthan, Delhi and U.P**
- **NDS Primary School (Nursery to Class VII) using Bi-Lingual pedagogy to deliver CBSE curriculum via Deaf teachers, ISL and Special Educators.**
- **NIOS accredited centre for Class X and XII**
- **Impacted 9 states with 22 Government-aided Deaf Schools**

Impacted over 54,000 Direct and Indirect Beneficiaries including faculty of Deaf schools, parents and siblings, employees from corporate, special educators, school and mainstream school students.

VISION

Mainstreaming Deaf children and youth through quality education and skill development.

Empowering the Deaf community in India to lead sustainable and self-reliant lives through customized trainings and employment opportunities.

MISSION



2022-23 Outreach

97 Children enrolled in the NDS Primary School

1735 Deaf Youth skilled in Vocational Capability

2150+ Children benefitted from Deaf School Outreach Interventions

402 Skilled Youth Employed

Year 2022-23 was full of impactful initiatives undertaken to empower Deaf students and foster their educational growth. Our organization is committed to providing a nurturing environment where Deaf students can thrive and develop essential skills for success. Throughout the year, we have implemented a range of programs designed to meet the unique needs of our students, ensuring their holistic development.

Primary Education

The NDS Primary School is an accredited Open Basic Education (OBE) center affiliated with the National Institute of Open Schooling (NIOS) situated in Noida Sector 117B. The school provides primary education using a variety of teaching methods and resources to foster cognitive, social, and academic skills in children.

At NDS Primary School, learning takes place in a nurturing and enabling environment, where play-way methods and visual aids are employed to facilitate the educational process. The school recognizes the importance of Indian Sign Language skills and focuses on developing them as the starting point for communication and instruction.

Once the students have developed proficiency in Indian Sign Language, it becomes the medium of instruction for other subjects. The curriculum includes subjects such as Hindi, English, Science, Social Science, EVS (Environmental Studies), Computers, Mathematics, Art and Crafts, and Core Life Skills.



To enhance accessibility and reach out to students effectively, the school incorporates the use of technology. Primary school students learn through platforms like WhatsApp, which provides a convenient and interactive medium for communication and learning.

Overall, the NDS Primary School aims to provide a holistic education that encompasses academic knowledge, social skills, and personal development, ensuring that students receive a well-rounded education experience. **For the year 2022-23, NDS primary school had strength of 97 students till 7th grade.**

Supplementary Education

NDS Primary School has a specialized program dedicated to Deaf children. This program is being run in 3 centers i.e. Noida Sector 29, Adarsh Nagar, Delhi and Noida Sector 117 B. The school has adapted its approach to cater to the unique needs of these young learners.

The post-school hours at NDS focus on building communication skills through Indian Sign Language, English, and Hindi. These language skills are essential for effective communication and future academic and vocational pursuits. In addition to language skills, students are taught Functional Mathematics, EVS (Environmental Studies), and Core Life Skills, which are crucial for their overall development and preparation for vocational training at NDS after completing their primary education.

The primary objective of this specialized program is to provide continuous support and guidance to Deaf children, ensuring they have a strong foundation to access vocational training opportunities at NDS upon completing their primary education.

By offering online and offline sessions, conducted by Deaf trainers, the program aims to meet the individual needs of the students and create an inclusive learning environment.

This year, the program successfully reached out to more than **200 students**, providing them with the necessary tools and skills to navigate their educational journey and prepare them for future vocational endeavors.



NDS Vocational Training & Skill Development

“BREAKING BARRIERS, FOSTERING INCLUSIVITY, AND EMPOWERING YOUTH FOR A BRIGHT FUTURE”



Our **4 Vocational Training Centers in Delhi, Noida and Jaipur** made a significant impact in the lives of **1735 students**, both through offline and online classes, coming from remote parts of the country in the year 2022-23. Hailing from states like Maharashtra, Uttar Pradesh, Odisha, Karnataka, Tamil Nadu, Andhra Pradesh, West Bengal, Chhattisgarh, Pondicherry, Jharkhand, Punjab, Gujarat, Bihar, Himachal Pradesh, Hyderabad, Madhya Pradesh, and Rajasthan, these students have been provided with essential skills and knowledge.

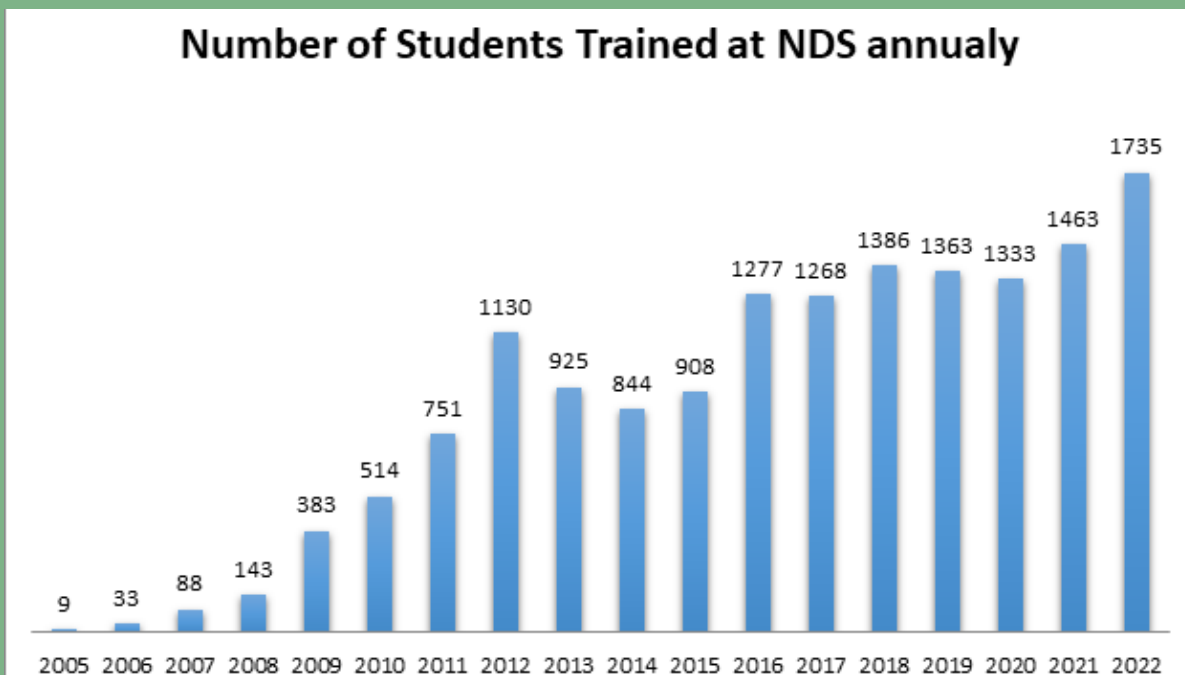


Courses such as English, Basic IT, Data Entry Operation, Digital Literacy, and Pre-Employment Training have been diligently taught to these aspiring individuals from April 2022 to March 2023. This comprehensive skill development training has not only provided them with hope but also opened doors to brighter futures and better job prospects.

The impact of our training programs goes beyond vocational skills. Deaf students have developed a better sense of understanding about the world around them. Their ability to express themselves has improved significantly, while their reading, writing, and comprehension skills have been honed. This uplifts and empowers them, enhancing their self-esteem and self-confidence.

One of our core missions is to reach out to marginalized sections of the Deaf community, many of whom belong to the Below Poverty Line (BPL) category. By providing free education to these students, we ensure that financial constraints do not hinder their access to quality vocational training. It is heartening to see the transformative effects on their lives and the lives of their families.

Our inclusive and nurturing environment at Noida Deaf Society has been instrumental in fostering the development of self-worth, self-confidence, and dignity among Deaf students. Through vocational training and education, we are breaking barriers, empowering Deaf students, and creating opportunities for them to thrive. Together, we are building a brighter future, filled with hope, growth, and success.



Over the past decade, the enrollment numbers at our institution have experienced remarkable growth, a testament to our commitment to education and excellence. In 2005, we began with a humble cohort of 9 students, and since then, the numbers have soared steadily.

With each passing year, more and more students have placed their trust in our educational offerings, leading to a significant rise in enrollment. By 2022, our student body had reached an impressive count of 1735 learners, marking a journey of consistent progress and dedication to fostering knowledge and learning.

Content Development



One of the important aspects of NDS is content creation mapped to the needs of Deaf Students. The content being delivered to the NDS students for NDS school and Vocational courses has been developed by NDS itself and over the period of 18 years the NDS has evolved its content to make it more accessible for the Deaf Students. NDS develops content that is customized to the specific requirements of deaf students. This content is designed to be visually rich and interactive, catering to the unique learning needs of this group and this content is projected through LCD screens in the classrooms and delivered using Indian Sign Language . This use of technology helps create an optimal learning environment, allowing students to access the content more effectively.

The Vocational Course being offered by NDS are

- 1)Path to Livelihood- Understanding the workplace ethics, Communication at workplace and Digital literacy.
- 2)Hospitality
- 3)Retail Trainee Associate
- 4)E-commerce and Manufacturing
- 5)Soft Skills & Personality Development
- 6)Pre-Employment Training
- 7)Bakery
- 8)Beauticulture

Livelihood/Employment

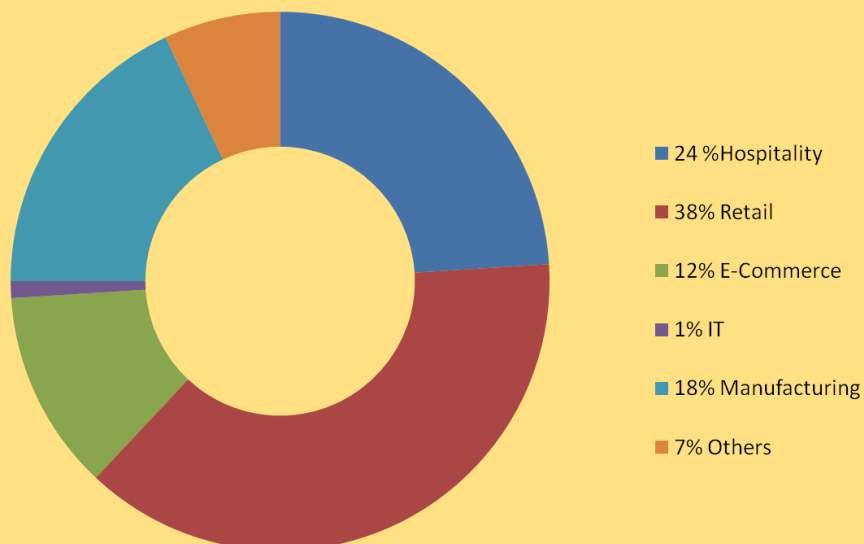


Noida Deaf Society (NDS) has achieved remarkable success in training and employing Deaf youth across various industries. These industries include Retail, Hospitality, Manufacturing, Print and Publications, Education, E-commerce, Insurance, and IT/eS. **In the year 2022-23, we successfully placed over 402 candidates across various industries.**

The salary ranges for these placements vary from Rs 8000 to Rs 15000 per month. By providing vocational training and job opportunities, we aim to empower Deaf individuals to secure stable employment and contribute to their own economic independence. Through our efforts, Deaf youth have gained valuable skills and practical experience in different sectors, enabling them to participate actively in the workforce. We are proud to have facilitated their integration into the job market, enhancing their confidence and self-sufficiency.

NDS remains committed to continuing its efforts to bridge the gap between Deaf individuals and employment opportunities, ensuring a more inclusive and equitable society for all.

Sectorwise placements for the year 2022-23



COLLABORATIVE PARTNERSHIPS

• PARENT ENABLING PROGRAM

NDS maintains active engagement between parents, teachers, and students through regular Parents Teacher Meetings (PTMs), workshops, and feedback sessions. These initiatives are designed to establish a strong partnership, ensuring the holistic development and well-being of the students. During 2022-23 **4 PTMs** were conducted at Noida Center.



During the PTMs, parents are provided with valuable insights into their wards' academic progress and overall growth. Teachers offered personalized counseling, guiding parents on how to create a nurturing and supportive environment for their children at home. Emphasizing the importance of open communication, parents are encouraged to learn basic Indian Sign Language (ISL) to bridge the communication gap between families and their Deaf adolescents, youth, or adults.

Furthermore, in case of Vocational Training Students, parents are equipped with a realistic understanding of the job market, helping them make informed decisions about their wards' career paths. This knowledge empowers parents to offer valuable guidance and support as their children navigate the challenges and opportunities that lie ahead.



Through these ongoing efforts, NDS fosters a supportive and inclusive environment, ensuring the overall development and success of the students. The collaboration between parents, teachers, and students plays a pivotal role in nurturing the potential of each individual and promoting a brighter future for the entire community.

COLLABORATIVE PARTNERSHIPS

• CORPORATE SENSITIZATION



Through out the year sensitization sessions are being conducted at various corporate organizations to facilitate the smooth integration of employed youth from the Deaf community into the workplace environment. Through these sessions, employers are being oriented and sensitized on the significance of supporting and empowering the invisibly marginalized Deaf youth by embracing inclusive hiring practices.

The aim is to create a nurturing and inclusive workplace that values diversity and ensures effective communication for all employees. These efforts are part of an ongoing initiative, and over the past 18 years, the organization (NDS) has successfully maintained a database of more than **550 corporate partners**, resulting in numerous job placements for Deaf candidates. This impressive achievement underscores the organization's commitment to promoting social inclusion and empowering the Deaf community in the workforce.

COLLABORATIVE PARTNERSHIPS

- OUTREACH DEAF SCHOOL STRENGTHENING PROGRAM

In the year 2022-23, under NDS's School Strengthening Programme (OPP) more than **1500 students** were trained in various cities such as Udaipur, Bhilwara, Ajmer, Kota, Jodhpur, Hisar, Sonapat, Jaipur, Delhi and Ghaziabad. Deaf trainers played a significant role in delivering specialized education to our students.



Customized and visualized curricula, combined with Indian Sign Language, were employed to enhance the learning experience. As a result, our junior students developed a strong foundation in Indian Sign Language, while our senior students honed their communication and expressive abilities in the same language.

Furthermore, senior students made remarkable progress in English comprehension and usage, enabling them to communicate effectively through reading and writing. Additionally, our senior students improved their computer skills, enhancing finger-eye coordination through keyboard practice. The systematic life skills training provided also contributed to improved home life for our Deaf students. We are proud of the transformative impact our programme has had on their lives and remain committed to nurturing their growth and potential in the years to come.

Training of the Trainers



In the month of August and December, Training of the Trainers (ToT) were conducted for the trainers of NDS with the aim of enhancing their teaching capacities. The main objectives of the ToT were to improve the trainers' understanding of effective teaching practices, enable them to become inspirational teachers, and equip them with skills to manage classroom problems and engage students effectively.

During the training, the trainers were provided with guidance and insights on various aspects, including the importance of being an inspiring role model for their students. They were taught strategies to create a positive and conducive learning environment, address classroom challenges, and foster meaningful student engagement.



Additionally, special emphasis was given to proper reporting of student progress and focusing on the details. The trainers were educated on the significance of accurate and comprehensive reporting, which helps in identifying areas of improvement for individual students and tailoring teaching methods accordingly.

Initiatives and workshops conducted as part of efforts to empower and support Deaf students

Job Fair for the Deaf students

In August 2022 and December 2022, job fairs were organized specifically for deaf candidates, attracting over **300 participants and involving 10 to 13 corporate partners from diverse sectors.**

These events provided a platform for deaf candidates to showcase their skills, engage in face-to-face interviews, and learn about potential career opportunities. With the support of Sign language interpreters, communication barriers were addressed, creating an inclusive environment.

These job fairs emphasized the value of diversity and equal employment opportunities, bridging the gap between the deaf community and corporate sectors, and contributing to a more inclusive job market that recognizes and appreciates the abilities of individuals with hearing impairments.



Noida Deaf Society
DEAFinitely leading the way

Organises
JOB FAIR
FOR SPEECH AND HEARING IMPAIRED YOUTH
(COMPANIES FROM DELHI / NOIDA / GREATER NOIDA / FARIDABAD)

DOCUMENTS TO BE BROUGHT TO THE JOB FAIR

- 3 Copies of Bio Data / Resume / CV
- 3 Passport Size Photographs
- Photo Copies of Education Qualifications
- Photo Copies of Disability Certificates
- ID Proofs (Aadhaar Card)

09 DECEMBER 2022
TIME : 10.00 Am to 4.00 Pm

FREE REGISTRATION
(Registration Starts at 9.00 Am)

QUALIFICATION

- 8th / 10th / 12th / ITI / Diploma / Graduate
- Age : 18 to 40 years

VENUE
Noida Deaf Society
58-31, Sector 117, Noida, Uttar Pradesh 201304



NDS Foundation Day Celebration 2022



On 13th June 2022, NDS celebrated its 18th Foundation day. The program was beautifully planned by our Deaf team members. We were treated to mesmerizing mime performances, showcasing the immense talent in our Deaf community. NDS's Founder Ms. Ruma Roka addressed the participants and shared about her experiences and learnings from 18 years journey. It was a true celebration of Deaf culture and a testament to the inclusive environment we have fostered at NDS.

Exposure Visits



During the year 2022-23, our vocational training program prioritized hands-on learning through **4 immersive exposure visits for groups of 20-25 enthusiastic students**. These eye-opening visits took our students to prestigious establishments in the hotel and retail industries, including Hotel Taj, Hotel Shangri-La, Big Basket, and Hotel Emerald. Accompanied by interpreters, the students received personalized insights as they were taken on insightful walkthroughs through different departments of each workspace.

The exposure visits proved to be transformative experiences for our students. By engaging directly with the hotel and Big Basket staff, they gained a comprehensive understanding of how these industries operate in real-life scenarios. Witnessing the seamless coordination between departments, observing front-of-house and back-of-house operations in hotels, and learning about supply chain management and customer service in retail, our students absorbed invaluable practical knowledge.



Furthermore, these visits acted as a catalyst for their career aspirations. Empowered by newfound confidence and inspired by the dedicated professionals they met, the students felt encouraged to consider pursuing job opportunities within the hotel and retail sectors. The exposure visits not only broadened their horizons but also nurtured a genuine passion for the industries they explored.

Health Workshop



Health workshop were conducted in the month of September on general health and hygiene was for the NDS students and staff that aimed at promoting awareness and education in this essential area. An external resource person was hired to conduct the workshop, which was made accessible to the students through interpretation in Indian Sign Language.

The facilitator covered various topics, including personal and respiratory hygiene, maintaining a healthy lifestyle, proper handwashing techniques, and emotional well-being. To enhance understanding, the facilitator utilized pictorial presentations to engage the students effectively.



Another online Health Workshop was conducted for the adolescent girl students of Deaf school of Haryana, Rajasthan, Delhi and Uttar Pradesh to educate the girls about the female reproductive system, menstruation, ovulation and proper menstrual hygiene. Ms. Leena Jain and Ms. Sonal, Interpreters from Noida Deaf Society took the session in which the girls were shown videos on the topics and the content was explained to them in sign language.

Annual Sports Day Celebration

Noida Deaf Society conducted the Annual Sports Day on 28th February 2023 at Noida Sector 117 B. The school organized a number of competitions for children like a short relay race, lemon race, skipping race, cone race and balancing race. The event started with a warm-up session and was later followed by different activities. Around 85 children participated with a lot of excitement. The little ones had fun while indulging in different activities. The day culminated with the prize distribution ceremony in which the winners were awarded medals.



The children's competition was a visual delight, witnessing their true sportsmanship. Enthusiastic and motivated, they embraced victory and gracefully accepted defeat, displaying valuable life lessons. Such events foster teamwork and resilience, contributing to their overall growth and development.

Science Workshop



On February 2023, a science workshop was conducted for our vocational training students, with a total of 40 participants. The workshop followed the unique and engaging "I Love Science" education model, designed to foster students' interest in science while making learning enjoyable. The primary focus of the program was to provide students with hands-on science experiments using cost-effective materials, rather than relying on expensive laboratory equipment. By encouraging students to actively participate in these experiments, the workshop aimed to create a dynamic and interactive learning experience.

"I Love Science" model was built on the idea that children grasp scientific concepts better when they can relate them to their everyday life. Therefore, the workshop was carefully designed to enable students to observe natural phenomena without being burdened with mathematical complexities.

Moreover, all the experiments conducted during the workshop were aligned with the CBSE curriculum, ensuring that the students' academic performance is enhanced. By bridging the gap between theory and practical application, the workshop aimed to ignite a passion for science among the participating students and nurture their scientific curiosity.

NDS' Commitment to Positive Change Receives Acclaim

In the realm of social impact, NDS continues to humbly make strides, leaving a lasting impression with its dedicated efforts. Notably, Ms. Ruma Roka, an exemplary Leader, received the esteemed Rashtra Bhushan Award in 2023 from the Samaj Kalyan Federation Of India, a testament to her unwavering commitment to bettering society.

Adding to the recognition, NDS was also honored to receive the Soch India Award in 2023, which highlights the organization's innovative approach to addressing societal challenges and making a meaningful difference in people's lives especially in Disability sector. Additionally, in 2022, the Shell Helen Keller Award, presented by the National Centre for Promotion of Employment of Disabled Person - LT Mindtree, recognized NDS's dedication to promoting employment opportunities and empowerment for disabled individuals, reflecting our commitment to inclusivity and compassion.



These prestigious awards not only validate the efforts of our entire team at NDS but also inspire us to continue our journey towards creating a positive and lasting impact on society. With a humble heart, we strive to lead by example, encouraging others to join us in the pursuit of positive change for a brighter future.

Testimonials

“The NDS and HZL intervention is helping our students in improving their classroom learning and social skills. Thank you NDS trainers and HZL.”

Mr. S.L. Mundra- Ex. Secretary at Deaf school, Bhilwara

“My son is attending classes from NDS trainers and learning Indian Sign Language, basic English Literacy and basic IT. Thank you NDS trainers and HZL for your support to Deaf students.”

Laxman Meena father of Pramod Meena - Class X student at Deaf school, Udaipur

“I am happy to see my son while communicating with his friends in sign language and attending classes of Amit Sir. Thank you NDS and HZL for your kind support.”

Mahesh Gurjar father of Ankit Gurjar- Class VI at Deaf school, Bhilwara

“My daughter Khusbu has been very enthused about her study after learning from Deaf trainers of NDS. She attends all her classes regularly. She is also motivating us for learning sign language. Thanks to NDS trainers and HZL for their kind support.”

Shankar Sharma father of Khusbu Sharma- Class VI student at Deaf school -Ajmer

I would like to convey my highest regard to you and your team at NDS for extending your support for two special interns. It has been more than a month since their joining and they have been performing exceptionally well.

ChetenPunuLepcha, Talent and Culture Manager,
Hotel IBIS, Jaipur

SUCCESS STORIES

Sweety Mishra,

Employed at Shoppers Stop

Sweety Mishra was born Deaf. Being girl and that too a Deaf, life was not easy for Sweety. Sweety is the only Deaf among her 3 younger sisters and 1 younger brother. Her father passed away due to prolonged illness and mother is working as a support staff in MCD. After Father's death her family faced financial crisis, it was difficult for her mother to meet the end needs. Sweety did her schooling from a Deaf School in Delhi. But teachers in the school followed oralist method to teach the students. Due to which she was not able to understand properly in the school.



One of her friends told her about NDS, she visited NDS and got herself enrolled for different trainings. She learned ISL, English, Computer and also underwent Pre Employment trainings. Soon after completing the courses she was taken for the interview at Shoppers Stop. She cleared the interview and started working there from 2nd June 2022 as customer care associate. She is happy that she can support and take care of her family. She is grateful for all the support that she received from NDS and Adobe.

SUCCESS STORIES

Anita Nayak - Class XII, Deaf School - Ajmer



Anita Nayak, a determined 21-year-old deaf girl from the village of Pushkar, Ajmer, Rajasthan.

In a family of five, her father is the sole breadwinner, working as a mason.

Anita's parents were devastated when they learned of her deafness from birth. At the age of 9, Anita joined Class I at Deaf School Ajmer in 2011. However, due to the lack of a communication language, she found it challenging to interact with her hearing teachers.

In 2017, Anita's life took a transformative turn when NDS intervened at her school. With the support of NDS trainers, Anita began to learn Indian Sign Language, English communication skills, life skills, and basic IT. Deepesh, an NDS trainer, noted that Anita's curiosity and inquisitiveness in every class set her apart. As she acquired sign language proficiency, her interest in other subjects also soared.

Anita nurtures a dream of becoming a sign language teacher, aspiring to help other deaf children like herself. Her mother proudly shared, *"After NDS intervention, Anita's enthusiasm for learning has grown. I've witnessed remarkable progress in her report cards. Anita now inspires her siblings to learn sign language for better family communication. We are grateful to NDS for this incredible opportunity."* With NDS intervention, Anita's life has been enriched, opening doors to a brighter future and empowering her dreams of making a difference in the lives of others.

SUCCESS STORIES

Sudhanshu Tiwari



Sudhanshu Tiwar, a 21-year-old from Nawagarh, Chhattisgarh, was born deaf and is the only deaf member in his family of Mother, Father, and 3 brothers. This made him feel inferior and incompetent compared to his siblings. Despite attending a Deaf school, he lacked proper training in Indian Sign Language, which hindered his communication with non-deaf peers, leading to feelings of dejection and underconfidence.

Determined to become self-reliant, Sudhanshu sought authentic training and support. In January 2023, he learned about NDS through the deaf community and decided to join. Undergoing vocational and digital literacy courses, he excelled and cleared a job interview at Crown Plaza organized by NDS. His journey exemplifies the power of perseverance and passion, and he credits NDS for providing him with this life-changing opportunity. Sudhanshu's success is an inspiring example for others to follow.

"Unlocking Opportunities: Empowering the Future"



HEARTFELT GRATITUDE TO ALL OUR DONORS & SUPPORTERS

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IPG Photonics
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S K Exports
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Lemon Tree

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Tech Mahindra Foundation
Caring Hand For Children
Rural India Supporting Trust
UK Online Giving Foundation

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