

**MINUTES OF THE BOARD OF TRUSTEES MEETING OF ENABLE INDIA HELD ON THURSDAY, MAY 09, 2024
AT 4.00PM AT THE ENABLE INDIA OFFICE AND THROUGH AUDIO-VISUAL MEANS VIA ZOOM.**

Members attended from the venue of the Meeting:

1. Mr. Pran Nath Nagri - Trustee
2. Ms. Shanti Raghavan - Managing Trustee
3. Mr. Dipesh Sutariya - Trustee
4. Mr. Sarbajit Ghose - Trustee
5. Mr. C Babu Joseph - Trustee
6. Ms. Pratibha Nakil - Trustee
7. Mr. Moses Chowdari - Trustee

Invitees who attended:

1. Ms. Nayantara Janardhan – Chief of Staff, EnAble India

Agenda for the Meeting

1. Appointment of the Chair
2. Confirmation of Minutes of last meeting
3. Organizational update
4. Discussion - Creation of funds to support allies and partners
5. Update from Zero Project Vienna, INSEAD, Harvard... and more!
6. Any other points with the permission of the Chair

MINUTES OF THE PROCEEDINGS:

1. By unanimous consent **Mr. Dipesh Sutariya** took the Chair and with the required quorum being present, the Chairperson commenced the proceedings.
2. Minutes of the previous board meeting held on February 16, 2024, were read out by Ms. Nayantara and were taken note of.

3. ORGANIZATIONAL UPDATES

The Chair informed the Board that the rental tenure of the current office location would end in November 2024 and it was decided to shift the registered office to a different location. He further mentioned that the team is on a look out for new office spaces.

Rural Livelihood Mission:

The Chair informed the board on the resignation of Mr. Murali Kumar, Executive Director- RLM, and the Board noted the same.

Following is the update on the program for the quarter from the Rural Livelihood mission:

1. The proposal was submitted to Axis Bank Foundation for 3 years to upscale the Swashakthi Mission for the year 2024-25. This project will directly impact 25000 entrepreneurs in rural areas and an indirect impact on around 1 lakh people from the ecosystem.
2. Release of Coffee table book from EnAble Vani covering 45 impact stories from the users.
3. Award of recognition was given to select star users of Vani

Urban Livelihood Mission- Mr. Moses Chowdari gave the following updates:

1. Launch of a residential youth camp for deaf adolescents as a part of Deaf Collective initiatives. This camp is being co-facilitated by the existing soapstone fellows along with some external deaf leaders on topics spanning from Deaf identity, Career guidance, Art and expression, etc. A sample handbook on the Camp was circulated among the board members for their views.
2. The soapstone fellows to continue to mentor these youth post the camp
3. The Deaf Interpreters Course, a train-the-trainer program is being planned in association with Gallaudet University & ISLRTC
4. Invitation from the Government of India to EnAble India to be a knowledge partner to build capacities of the trainers in connection with the Employability Manual. We have expressed our interest to be a part of it.

Update on new hiring at senior level:

Ms. Shanti gave an update on the Legal Collective. She mentioned the onboarding of Mr. Amar Jain, a visually impaired corporate lawyer and an Accessibility Professional, and Mr. Nipun Malhotra, founder of Nipman Foundation and disability rights activist who is a person with multiple disabilities, as Consultants to build the Legal Collective which is at present lead by Ms. Pratibha Nakil.

Mr. Dipesh updated on the onboarding of Mr. Vikas G Dwivedi as Chief Technology Officer of EnAble India. Vikas hails from Mumbai and has an overall experience of 35 years as a tech expert with his previous stints at AQM Technologies and Tata Group. His journey has been marked by a deep commitment to accessibility, working closely with NGOs to develop inclusive solutions for the past two decades. He had built an ERP system for our Candidate Success team in the year 2008.

Mr. Pranesh Nagri updated the board on the onboarding of Mr. Manu Reji as a senior director to the finance team.

Ms. Nayantara informed about the vacant position of Media & Communication Head which was yet to be filled and the team was actively looking out for a suitable candidate.

She further updated on the on-time yearly appraisal process which she had led for the first time as the head of the Human Resources team.

Centre of Includability: Ms. Shanti updated the board on the work being done in association with Prof. Pallabh, a consultant at IIM to build the includability quotient INCQ. She further updated that the team has identified a program coordinator for this, Ms. Devika Nair.

Ms. Shanti updated on the Goa State Centre model and the visit of the Pune PCMC team at the EnAble India office to explore opportunities to set up a similar model at Pune.

4. DISCUSSION - CREATION OF FUNDS TO SUPPORT ALLIES AND PARTNERS

The Chair apprised the board that at present, the organization was supporting the GarvSe centers in payment of Candidate stipends to support their livelihoods through Rural Livelihood's Swashakti mission. He brought to the notice of the board that one of the proposals submitted to HSBC Bank for funding this project was declined citing the reason of non-GST transactions though the funds were utilized for payment on services offered to other NGOs. The board discussed options on how the tax element may be introduced since the organization was supporting many such NGOs through other projects as well. After due deliberations, the board discussed on getting the organization registered and listed on Social Stock Exchanges. Mr. Pranesh Nagri further added that the team was working on the same.

5. UPDATE FROM ZERO PROJECT VIENNA, INSEAD, HARVARD

Ms. Shanti & Mr. Dipesh updated the Board on their visit to the Zero Project conference held in Vienna, their visit to INSEAD and the 7 day Systems Thinking Course in Harvard University:

Zero Project Conference 2024 - Our Entrepreneurship Development Programme (EDP) received the Zero Project Award, Innovative Solution 2024. Further, they added that the EDP program was selected to join the Zero Project Scaling Solutions program to scale up its innovative solutions globally, aiming to empower even more individuals with disabilities worldwide.

Mr. Dipesh & Shanti also presented the Discovery Awards 2024 to the winners at the conference.

INSEAD: Ms. Shanti & Dipesh spoke about the Namma Yatri impact presented at the INSEAD Learning Hub. This initiative had generated around 1.37 crore in revenue for the drivers from the Purple rides. This brought to light and paved the way for the Purple Economy to get main stage attention.

Harvard's Systems Thinking course: Shanti & Dipesh shared their experience on the 7-day leadership course to build leaders to create systems change conducted at Harvard University. They added that they commit to bringing this learning to more social entrepreneurs in India and providing them with the necessary knowledge and training to collectively bring about change for the sector. Dipesh further mentioned that he was in talks with the faculty at Harvard and Mr. Anand Mahindra to deliver this course for select Indian Social Entrepreneurs in the sector. Ms. Shanti was conducting a special webinar on her learnings to the crowd online at the end of the month.

6. REIMAGINING FUTURE READY ENABLE INDIA

In continuation with the discussion from the previous meeting, Mr. Dipesh reiterated the Board on the past present, and future of EnAble India and the need to re-structure a succession plan considering the frameworks discussed in the previous meeting. The Board discussed the matter and poured in their suggestions to reconsider the present decisions and deferred the discussion to the next meeting.

There being no other item for discussion, the meeting ended with a vote of thanks to the chair.

**BENGALURU
MAY 09, 2024**

**DIPESH SUTARIYA
CHAIRPERSON**