**MINUTES OF BOARD OF TRUSTEES MEETING DATED 6th MAY, 2022 HELD AT ENABLE INDIA OFFICE AND THROUGH AUDIO VISUAL MEANS VIA ZOOM.**

**Members attended from the venue of the Meeting:**

1. Mr. Pranesh Nagri - Trustee
2. Ms. Shanti Raghavan (Chair) - Managing Trustee
3. Mr. Dipesh Sutariya - Trustee
4. Mr. Sarbajit Ghose - Trustee
5. Ms. Pratibha Nakil - Trustee

**Members attended via Zoom:**

1. Mr. C Babu Joseph - Trustee

**Invitees who attended:**

1. Mr. Moses Chowdari – Executive Director - Urban Livelihood Mission
2. Ms. Vinaya Chinnappa – CEO, EnAble India Solutions Private Limited
3. Mr. Raviprasad Dasari – Chief People’s Officer, EnAble India Group
4. Ms. Nayantara Janardhan – Chief of Staff, EnAble India Group

**Agenda for the Meeting**

1. Appointment of the Chair
2. Confirmation of Minutes of last meeting
3. Organizational update
   1. New Organization Structure
   2. Program Updates
4. Update on EI office building
5. Any other points with the permission of the Chair

**MINUTES OF THE PROCEEDINGS:**

1. By unanimous consent **Ms. Shanti Raghavan**, Managing Trustee took the Chair and with the required quorum being present, the Chairperson commenced the proceedings. The Chairperson welcomed all the trustees.
2. Minutes of the previous board meeting and actions were read and approved/ passed. Actions taken were noted.
3. Ms. Vidya Rao, trustee had expressed her inability to attend the meeting.
4. **ORGANIZATIONAL UPDATE**
5. Mr. Dipesh Sutariya informed the Board on the adoption of the new organizational structure of the Group and starting of the operations onsite from 24th March, 2022 with initial onboard of employees designated as Managers and above to discuss the following new organizational structure including change in leadership.

* Mr. Dipesh Sutariya was designated as Chairperson and Managing Director (‘CMD’). All the Board trustees unanimously accepted and consented for the same.
* EnAble India leadership was now led by Mr. Moses and Mr. Murali who was promoted as Executive Directors for Urban Livelihood Mission and Rural Livelihood Mission respectively.
* Ms. Nayantara was designated as Chief of Staff. The role of Chief of Staff was appraised and mentioned that the Chief of Staff would be working with the CMD office

Updates with respect to designations for the shared services for the EnAble India group were as follows:

* Mr. Raviprasad Dasari designated as Chief People’s Officer
* Major Rajendra designated as Chief Administrative Officer

1. Further, Mr. Dipesh Sutariya proceeded with the introduction of the Chief Enabler’s office to focus on the Entrepreneurial development of people with Disability led by Ms. Shanti Raghavan who was designated as the Chief Enabler. The main areas of focus for Chief Enablers office was:

* Hear a Million campaign to build Deaf Entrepreneurs
* Women Entrepreneurial Development in the Eastern and North Eastern states of the country
* Creation of National Integrated data storage system for the Disability sector in the country

The Board congratulated everyone and applauded.

1. Mr. Dipesh Sutariya discussed on the Board structure and informed about the consolidation of the Governing Board of Trustees to involve all those who could contribute full time for the trust functioning. He mentioned the Board the about the continuation of the existing Advisory board members Mr. Subhash Chandra, Mr. Tushar Patel, Ms. Vasanthi Srinivasan and Ms. Muktha Kulkarni. The Board also expressed its interest in expanding the advisory board to bring in more contributions and identified a few veterans in the field to enhance the functioning of the trust.
2. **New initiatives of the trust:**

Ms. Shanti and Mr. Dipesh put forth their idea of introducing a **Disability Evangelist group** with the idea of grooming the Disability leaders to work on bringing in the change which the Disability sector is aspiring for and **Mentoring of Intrapreneurs** within the organization to build their leadership capabilities and create more leaders in the sector.

1. **General updates**

Mr. Pranesh Nagri shared his views and thoughts about the introduction of new structure, the ideas and action plans for the sector and its overall execution and also management of the cashflows in a more effective manner.

The Board acknowledged the advice and discussed on modes of identifying the members to get them on Board.

The Board congratulated Mr. Pranesh Nagri for completing 10 years of his service at Enable India and expressed its deep gratitude for the contributions made by him during his tenure.

Mr. Dipesh also mentioned about the other 4 employees who had completed their 10 years tenure at Enable India- Neel Lama, Sandesh H R, Chenamma and Usha.

Mr. Babu Joseph expressed his appreciations to the entire organizations for the progress that it was witnessing. He also gave his views on the impact of moving the Enable India office to an own premise and make it a huge training centre for the sector

1. **UPDATES ON BUILDING AND SILVER JUBILEE CELEBRATIONS**

Mr. Dipesh informed the Board that in the year 2024 Enable India would be celebrating 25 years of its existence and a separate committee has been formed to brainstorm and plan the celebration in a more effective manner with the inauguration of the new building, publication of a book with title ‘Celebration of Human Spirit- the Enable India way’ to document the journey of Enable India and added that the team is on a look out for celebrated authors who can write the book for us and Get together all the contributors and alumnus who were part of the journey on the day of event in 2024.

1. **PROGRAM UPDATES**

Ms. Nayantara and Mr. Moses made a brief on the program updates for the quarter as received by Team leads which are as follows:

* Updates on Rural Livelihood Mission and Urban Livelihood mission
* Mr. Mosses updated on the following programs:

- Enable Vision – Collaboration with Kolibri for identification of a mainstream platform to leverage Blimey.

- Enable Vision to identify more partners for collaboration, coming up with parivarthan centres, scaling up of See a Million

- Brief of path to progress initiative focusing on skilled visually impaired, hearing impaired and physical disability candidates

- Global Project Discovery Awards 3.0 launching on 19th of may 2022 partnered with Zero project, Open Inclusion and Google.

- Discovering Hands- 3 out of 4 candidates have cleared the exams and will now be paid interns at Cyte care hospital, Mandya to take up the role.

* Ms. Shanti updated on the new initiative adopted under Rural Livelihood Mission called user transformation and enabler transformation system.
* Ms. Pratibha enquired about the updates on Urban Entrepreneurship program and Mr. Moses responded about the restructuring in the implementation of this program and added that presently it is focused only with the Eastern Team.

Mr. Dipesh briefed about the meeting with the Managing Director and CEO of the Bangalore Airport and following proposals were discussed to make Airports inclusive:

* Setting up of an inclusive store the Airport
* Provide trainings to the staffs and stores at Airport to make it more inclusive
* Hold an awareness campaign on different disabilities on a monthly basis.

Considering the volume of activities happening and with more updates to share on the progress, the Board suggested to have a meeting once in two months for which all the trustees agreed.

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

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| **BENGALURU** | **SHANTI RAGHAVAN** |
| **May 06, 2022** | **CHAIRPERSON** |
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