

Report
on
Monthly Faculty Lecture

Series	September, 2025-26
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Date: 24th September, 2025; Time: 2:00 PM

Title: Signs of Inclusion

On 24th September, 2025 the Monthly Faculty Lecture was held under the aegis of Swami Vivekananda University at NND block, Room No: 307, where **Dr. Papiya Upadhyay, Faculty, Department of Education, Netaji Subhas Open University, West Bengal**, delivered an insightful lecture on the crucial topic of "Signs of Inclusion". The event was graced by the presence of SVU officials, directors of various departments, faculty members, staff, and research scholars, making it a significant gathering of academic and professional minds.

Introduction

The session commenced with an opening address by **Prof. (Dr.) Ranjan Chakrabarti, Director, Research & Academic Development, SVU**, who underscored the fact that inclusivity is not merely a policy directive but a lived practice that requires collective commitment. The event was chaired by Prof. (Dr.) Mita Banerjee, Chief Academic Advisor (Department of Education), Swami Vivekananda University, Former, Vice Chancellor, Kanyashree University, West Bengal.

The academic session on "Signs of Inclusion" commenced with a warm introduction to the theme of inclusivity in education and society. The opening remarks set the tone by highlighting the urgent need to address communication barriers and socio-cultural challenges faced by marginalized groups, particularly persons with disabilities. Dr. Papiya Upadhyay, the invited speaker, brought her deep expertise in education and inclusive practices to the discussion. As Director of the Department of Education, Netaji Subhas Open University, she has been an active voice in shaping discourses on equity, accessibility, and the role of Indian Sign Language (ISL) in fostering an inclusive society. Her session interwove statistics, philosophical insights, and practical dimensions of inclusion, offering participants a holistic understanding of the subject.

Key Highlights of the Lecture

1. Understanding Exclusion and the Population with Disabilities

Dr. Upadhyay began by contextualizing the discourse with reference to the Census 2011, which records nearly 2.2% of India's population as persons with disabilities. She drew

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attention to the disaggregated data, noting that exclusion varies across gender, region, religion, and caste. For instance, the rural–urban divide, gender disparities, and socio-economic marginalization compound the difficulties faced by disabled individuals.

A particularly compelling aspect was the presentation of data on out-of-school children in West Bengal, where the incidence of disability intersects with educational exclusion. These figures demonstrated the systemic barriers that hinder equitable access to education and illuminated why a discussion on inclusion, particularly through language, is indispensable.

2. Introduction to Indian Sign Language (ISL)

The lecture then delved into the role of **Indian Sign Language (ISL)** as a bridge to inclusion. Dr. Upadhyay clarified misconceptions by affirming that ISL is a **complete language** with its own grammar, syntax, and expressive depth—comparable to spoken languages such as Hindi or English.

Tracing the historical recognition of sign languages globally in the 1960s, she explained how ISL has organically evolved through the Deaf community in India, rather than being borrowed from other linguistic traditions. This recognition affirms the agency and creativity of the Deaf community in shaping their communicative practices.

Citing the *National Education Policy (NEP) 2020*, she highlighted the government's emphasis on the **standardization of ISL** and the development of curriculum materials to ensure accessibility for children with hearing impairments.

3. Structure and Unique Features of ISL

Dr. Upadhyay provided participants with a detailed explanation of how ISL functions:

- **Manual components** such as *handshape*, *place of articulation*, and *movement* form the foundation of the language.
- **Non-manual components**, including facial expressions and head movements, add nuance and emphasis. For example, widening the eyes to convey *surprise* or tilting the head to indicate *sleep*.

Through relatable examples like expressing “spicy,” “very spicy,” and “extremely spicy,” she demonstrated how ISL conveys intensity and subtle meaning, making it a dynamic and expressive medium.

4. Challenges Faced by Deaf and Hard of Hearing Individuals

A central portion of the lecture was devoted to the lived challenges of the Deaf and Hard of Hearing communities. These challenges include:

- **Lack of awareness and recognition** of ISL in mainstream education.





- **Limited availability of interpreters**, which restricts participation in classrooms, workplaces, and public life.
- **Inaccessibility of information and services**, further marginalizing individuals from societal opportunities.

By framing these challenges within the broader discourse of human rights and social justice, Dr. Upadhyay emphasized that exclusion is not a result of individual deficits but of societal inaction.

5. Role of ISL in Education and Employment

The speaker emphasized the transformative role of ISL in **education**, enabling children with hearing impairments to access knowledge meaningfully. She called for the integration of ISL into teacher education, the design of bilingual approaches (using ISL alongside spoken/written languages), and the development of digital ISL resources.

In the realm of **employment**, Dr. Upadhyay underscored that communication is the gateway to opportunity. ISL facilitates participation in interviews, workplace communication, and training programs, thereby enhancing employability and productivity.

6. ISL Interpreters and Inclusivity

Dr. Upadhyay acknowledged the indispensable role of **ISL interpreters** in bridging the gap between the Deaf and hearing communities. Their presence ensures equitable access to education, health care, and governance. She advocated for professional training and certification of interpreters to maintain accuracy and respect in interpretation.

7. Best Practices for ISL Inclusion

The lecture also outlined practical strategies for fostering inclusivity through ISL:

- Encouraging **learning of basic ISL signs** among the general public to create a culture of communication.
- Promoting ISL in **daily life and workplaces**.
- Developing **accessible environments** through technology integration, government initiatives such as the *Accessible India Campaign*, and ISL-based educational tools.

Philosophical Dimensions of Inclusion

Moving beyond linguistic aspects, Dr. Upadhyay situated inclusion in a **philosophical framework**. Drawing from multiple traditions:

- **Indian Philosophy:** The Upanishadic vision of *Vasudhaiva Kutumbakam* (the world as one family) was presented as a timeless call for unity and belonging.

- **African Philosophy (Ubuntu):** She cited Nelson Mandela's interpretation of Ubuntu—"I am because we are"—to stress the collective ethos of inclusion.
- **Chinese Concept (Xiaokang):** The notion of a "well-off society" where prosperity is shared equally was introduced as an economic counterpart to social inclusivity.
- **Mahatma Gandhi and Adam Smith:** Both thinkers were invoked to emphasize that cultures and economies cannot thrive on exclusion.

Through these perspectives, inclusion was positioned not just as a policy imperative but as a deeply human and ethical practice.

Dimensions of Inclusion

a. Sociological Dimension

Dr. Upadhyay explained that social inclusion entails equal opportunities in education, health, housing, and employment. An inclusive society allows for active participation by all, regardless of disability or socio-economic status.

b. Economic Dimension

Inclusion is also tied to productivity and national wellbeing. An inclusive economy harnesses the potential of all citizens, directing policy to create **broad-based opportunities** and reduce inequality.

c. Humanitarian Dimension

At its core, inclusion is humanitarian, guided by principles such as **humanity, impartiality, non-discrimination, accessibility, and dignity**. Dr. Upadhyay highlighted how humanitarian frameworks encourage societies to treat all individuals—irrespective of disability, gender, or age—with equal respect.

Evolution of Models of Disability

To deepen understanding, Dr. Upadhyay presented the **evolution of disability models**:

- **Charity Model:** Viewing persons with disabilities as helpless and dependent.
- **Medical Model:** Treating disability as a personal problem to be "fixed."
- **Rehabilitation Model:** Recognizing the need for support and adjustment.
- **Social Model:** Framing disability as a social construct arising from environmental barriers.
- **Human Rights Model:** Affirming the rights and agency of persons with disabilities.
- **Bio-psychosocial Model:** Integrating physical, emotional, and environmental factors.
- **Affirmation Model:** Emphasizing positive social identities and collective empowerment.

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By tracing this shift, she demonstrated the progress from paternalistic attitudes to rights-based inclusion.

Real-Life Examples and Applications

The session was enriched with **practical examples** of how ISL and inclusive practices are transforming lives:

- ISL dictionaries and mobile applications that empower users to learn and communicate.
- Government initiatives such as **NCERT books in ISL**, digital resources, and self-learning courses.
- Community-led efforts to integrate ISL into cultural events, educational practices, and workplaces.

These examples underscored the tangible impact of inclusion when backed by policy, technology, and societal will.

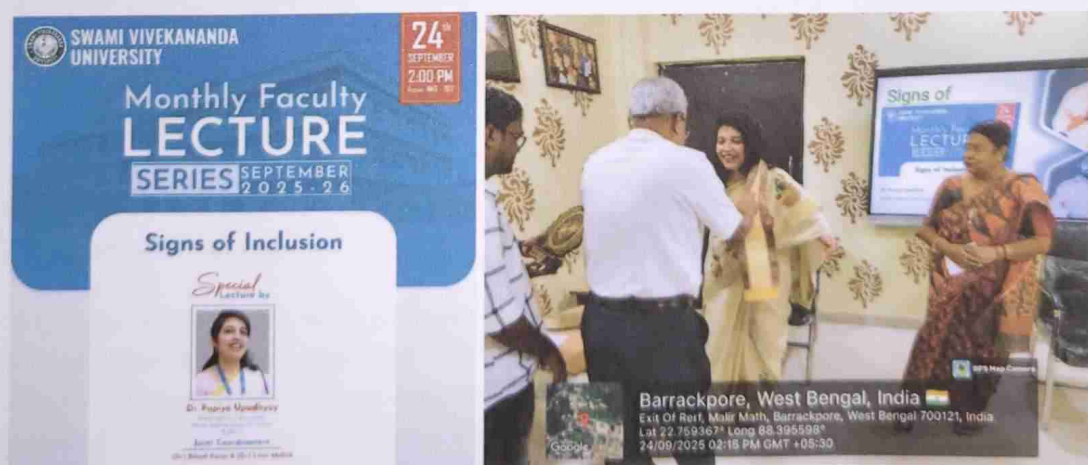
Discussion and Q&A Session

The lecture was followed by a lively **Q&A session**, where participants engaged with Dr. Upadhyay on issues such as:

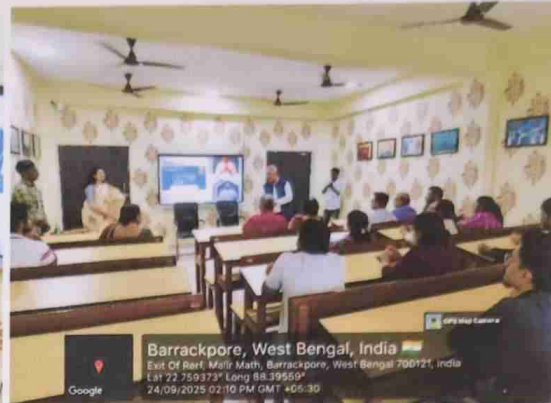
- The challenges of introducing ISL at the school level.
- The scope of technology in making communication more inclusive.
- Strategies to sensitize the larger public about disability rights and ISL.

Dr. Upadhyay's responses reflected both academic depth and practical wisdom, leaving participants with actionable insights.

Glimpses for Lecture Session:



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Concluding Remarks

The session concluded with an expression of gratitude to Dr. Papiya Upadhyay for her thought-provoking and impactful lecture by Prof. (Dr.) Mita Banerjee, Chief Academic Advisor (Department of Education), Swami Vivekananda University. Her ability to weave together statistical evidence, philosophical reflections, and practical guidelines resonated strongly with the audience.

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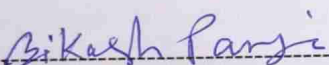
The event reaffirmed that **inclusion is not a marginal concern but a central pillar of human development**. ISL, as a language of the Deaf community, symbolizes both the challenges of exclusion and the promise of communication-based inclusion. She remarked that the lecture was not only an academic discussion but also a call to action for students, researchers, and policymakers alike.

Impact and Takeaways

Participants identified several **key takeaways** from the session:

- The need to **recognize ISL as a complete language** and integrate it into mainstream education.
- The importance of **training interpreters and raising public awareness**.
- A deeper understanding of the **philosophical, social, economic, and humanitarian dimensions of inclusion**.
- Awareness that inclusion benefits society as a whole by fostering participation, cohesion, and wellbeing.

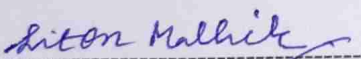
The event was widely regarded as a success, not only for its informative content but also for the values it sought to instill—empathy, respect, and collective responsibility.



Dr. Bikash Panja
Joint Co-ordinator
Monthly Faculty Lecture Series, SVU



Prof. (Dr.) Ranjan Chakrabarti,
Director, Research & Academic
Development, SVU



Dr. Liton Mallick
Joint Co-ordinator
Monthly Faculty Lecture Series, SVU



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Date: 16th September, 2025

To

Dr. Papiya Upadhyay

Department of Education
Netaji Subhas Open University
Kolkata - 700 091

Subject: SVU Faculty Lecture Series September 2025, Invitation regarding

Dear Dr. Papiya Upadhyay,

Greetings from SVU!

At the outset, we would like to acknowledge your significant contributions in the field of research and academics.

Swami Vivekananda University, Barrackpore, West Bengal, organizes a Faculty Lecture every month under its Monthly Faculty Lecture Series. It is with great pleasure that I invite you, on behalf of the University, to deliver the Distinguished Faculty Lecture on "**Signs of Inclusion**" on **September 24, 2025 at 2 pm** in our campus.

Your expertise and insights will be invaluable in enriching the program, and your lecture will be a source of inspiration for our faculty members and research scholars.

We would greatly appreciate a line of confirmation at your earliest convenience.

For any further information or clarification, please feel free to contact me or Dr. Liton Mallik at Mobile No. 7003185671.

With best regards,

Professor Ranjan Chakrabarti,

Director Research and Academic Development, Swami Vivekananda University

Hony. Visiting Professor, Jadavpur University

Former Vice Chancellor of Vidyasagar University and Netaji Subhas Open University (WB)

Upadhyay
24/09/2025

Campus : Telinipara, Barasat - Barrackpore Rd. Bara Kanthalia, West Bengal - 700121.

Corporate Office : Sonarpur Station Rd. Karbala More, Kumarkhali, Narendrapur, Kolkata, West Bengal 700103

Regd. Office : 11/3, Bireswari Guha Street, 7th floor, Kolkata : 700017

E-mail : info@swamivivekanandauniversity.ac.in . Contact : 033 2428 3035



Bikash Panja <bikashp@svu.ac.in>

Fwd: Invitation- SVU Faculty Lecture 12

3 messages

Director, Research & Development <director.research@svu.ac.in>

Mon, Sep 22, 2025 at 10:33 AM

To: Subrata Dey <vc@swamivivekanandauniversity.ac.in>, Swami Vivekananda University - Info

<info@swamivivekanandauniversity.ac.in>

Bcc: bikashp@svu.ac.in

Dear Esteemed Professor

Greetings !

Swami Vivekananda University, Barrackpore, West Bengal, regularly organizes a monthly Faculty Lecture Series and it is delivered by a distinguish scholar from within SVU or outside.

In this context, I am pleased to invite you to kindly make it convenient to attend the upcoming Faculty Lecture of the University on 24 September 2025, to be delivered by Dr Papiya Upadhyay, Department of Education, Netaji Subhas Open University, **at 2.00 pm. The title of her Lecture is 'Signs of Inclusion'. Please find the poster of this event attached herewith for your kind perusal.**

Your graceful presence along with your departmental colleagues shall enrich the program and inspire our faculty and research scholars.

Please make it convenient to attend.

Warm regards

Sincerely

Professor Ranjan Chakrabarti,
Director Research and Academic Development, Swami Vivekananda University
Hony. Visiting Professor, Jadavpur University
Former Vice Chancellor of Vidyasagar University and Netaji Subhas Open University (WB)

Fulbright Scholar, Brown University 1994-95
Charles Wallace Fellow, London University 1997
Alexander O'Vietor Memorial Fellow, Brown University 2004



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Director, Research & Development <director.research@svu.ac.in>
To: Bikash Panja <bikashp@svu.ac.in>

Mon, Sep 22, 2025 at 10:36 AM

Prof Panja

Please forward to all hods and faculty

Dear Esteemed Hods and colleagues

Greetings !

Swami Vivekananda University, Barrackpore, West Bengal, regularly organizes a monthly Faculty Lecture Series and it is delivered by a distinguish scholar from within SVU or outside.

In this context, I am pleased to invite you to kindly make it convenient to attend the upcoming Faculty Lecture of the University on 24 September 2025, to be delivered by Dr Papiya Upadhyay, Department of Education, Netaji Subhas Open University, at 2.00 pm. The title of her Lecture is 'Signs of Inclusion'. Please find the poster of this event attached herewith for your kind perusal.

Your graceful presence along with your departmental colleagues shall enrich the program and inspire our faculty and research scholars.

Please make it convenient to attend.

Warm regards

Sincerely

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Bikash Panja <bikashp@svu.ac.in>

Mon, Sep 22, 2025 at 5:28 PM

To: sushmitag@svu.ac.in, Ranjan Kumar <ranjank@svu.ac.in>, "Dr. Sudip Das" <sudipdas1380@gmail.com>, digantab@svu.ac.in, ranjankm@svu.ac.in, subhabrata@svu.ac.in, tanmoys@svu.ac.in, prithap@svu.ac.in, souravm@svu.ac.in, dipanwitag@svu.ac.in, manisham@svu.ac.in, nilanjanam@svu.ac.in, olyb@svu.ac.in, subhranilm@svu.ac.in, rituparnac@svu.ac.in, pramitir@svu.ac.in, litonm@svu.ac.in, anirbanh@svu.ac.in, kallalb@svu.ac.in, debanjalia@svu.ac.in, Sujoy Bhowmik <sujoyb@svu.ac.in>, subratan@svu.ac.in, najnin.islam92@gmail.com, kazi hasibur rahman <via.kazi786@gmail.com>, sudips@svu.ac.in, srijanh@svu.ac.in, subhasiss@svu.ac.in, arups@svu.ac.in, moumitad@svu.ac.in, papiam@svu.ac.in, rajend@svu.ac.in, shubhamb@svu.ac.in, moumitac@svu.ac.in, Amitava Bhowmick <amitavabmce@gmail.com>, shantanuc@svu.ac.in, neelanjanm@svu.ac.in

Cc: director.research@svu.ac.in, deputy.registrar@svu.ac.in, abhishek.dhar@svu.ac.in, sourav@svu.ac.in, litonm@svu.ac.in

Dear all HODs and Research Coordinators

Please find the invitation to the upcoming said program and circulate among our faculty members, research scholars and students. We encourage your participation and look forward to your valuable presence.

[Quoted text hidden]

Thanks & Regards.

Dr. Bikash Panja

Professor, Department of Mechanical Engineering
School of Engineering, Swami Vivekananda University
Kolkata - 700121, India

Mobile: (+91) 9635973141



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Monthly Faculty Lecture Series

Swami Vivekananda University



Barrackpore - Barasat Rd, Sewli Telinipara, Malir Math,

Bara Kanthalia, West Bengal 700121

September – 2025

24/09/2025

SL No.	Name	Department	signature
1	Malayendu Saha	School of Management	M Saha 24/9/2025
2.	Nimai Chandre Saha	Dean of Science	N Saha 24.09.25
3	Anusadha Mukherjee	School of Science	Anusadha 24/9/25
4.	Shreya Adhikary	ECE	Shreya Adhikary 24/09/25
5.	Rumti Das	Education	Rumti 24/09/25
6.	Debalina Patra	AOTT	De 24/09/25
7.	Abhinaba Gupta	Medical Laboratory Technology	Ab Gupta 24/9/25
8.	Anushua Koyal	ECE	Anushua Koyal 24/09/2025
9.	Soumya Mukherjee	SOM	Soumya 24/09/2025
10.	Tridib Kumar Chattopadhyay	SOM	Tridib Chattopadhyay 24/9/25
11.	Prityo Das	SOM	Prityo Das 24.9.25
12.	Sudip Sengupta	Agriculture	Sudip 24/9/25
13.	Animesh Ghosh Bag	Agriculture	Animesh Bag 24/09/25
14.	Debjit De	Biotechnology	Debjit De 24/09/25
15.	Sudipta Dutta	English	Sudipta 24/09/25

Monthly Faculty Lecture Series

Swami Vivekananda University



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2.	Dr. Samudra Pal.	Biotechnology	
3.	DR. SWARUP GHOSH (PT)	PHYSIOTHERAPY	
4.	Dr. Saptarshi Mondal (PT)	Physiotherapy	
5.	Tammy Mijh	Agriculture	
6.	DR. SUBHASIS SARKAR	Microbiology	
7.	SUBHAM DUTTA.	AGRICULTURE	
8.	Dr. Sayani Bhattacharya.	Agriculture.	
9.	Dr. Purba Goswami	Agriculture.	
10.	Kaushik Ramaiam	Apiculture	
11.	Dr. Rea Mukhopadhyay	Agriculture	
12.	Dr. Anisneeta de	Agriculture	
13.	Salma Sahani	Agriculture	
14.	PAROMITA MUKHERJEE	FOOD & NUTRITION	
15.	Dr. Semanti Ghosh	Biotechnology	

Monthly Faculty Lecture Series

Swami Vivekananda University

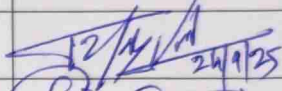
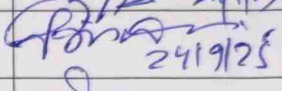
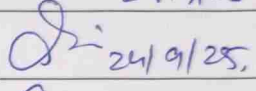
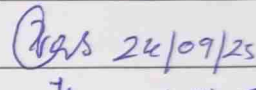
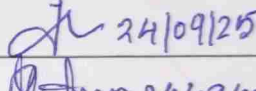
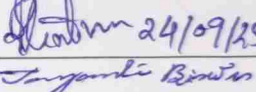
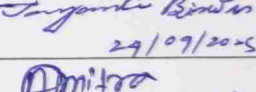
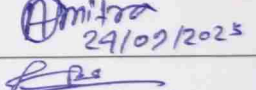
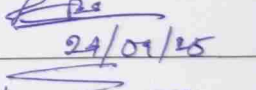
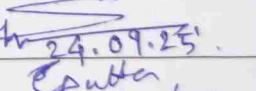
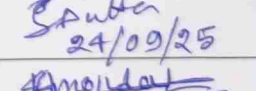
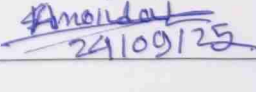


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Bara Kanthalia, West Bengal 700121

September – 2025

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1.	HINDOL CHAKRABORTY	ENGLISH	 24/9/25
2.	Prof. Prokash Biswas	Education, J.U	 24/9/25
3.	Dr. Amitara Bhownick	Education (SVU)	 24/9/25
4.	Dr. Kajal Das	Education (SVU)	 24/09/25
5.	Dr. Jayati Maiti	Education (SVU)	 24/09/25
6.	Salira Khortem.	Education (SVU)	 24/09/25
7.	JAYANTA BISWAS	Education (SVU)	 24/09/2025
8.	Antara mitra	Education (SVU)	 24/09/2025
9.	Sh. Babu Akhter	ECE	 24/09/25
10.	Sourav Ghosh.	EE	 24.09.25.
11.	SUVRAJIAL DUTTA	EE	 24/09/25
12.	ANIRBAN MONDAL	EE	 24/09/25