

DARE TO DREAM

The official newsletter of WinVinaya Foundation



CELEBRATING DIVERSITY, INCLUSION, AND EMPOWERMENT AT WINVINAYA!

Celebrating 9 Years of Impact, Inclusion & Innovation!

WinVinaya Foundation turns **9!** From a small team of four to a thriving community of **50+ members**, we've empowered **1,450+ individuals**—including persons with disabilities, women, transgender individuals, and MSMEs—with **futuristic skills and career opportunities**.

Milestones That Matter:

- ◆ Expanded from supporting **1 disability category** to **18**
- ◆ Established the **award-winning WinVinaya Academy**, offering accessible courses in **Indian Sign Language (ISL) & simple English**
- ◆ Made **STEM books accessible** for persons with **visual impairment**, creating jobs for neurodiverse individuals who **remediate documents while making education inclusive**
- ◆ Led **digital literacy programs** for **MSMEs** through our inclusive team
- ◆ Built a **50% disability-inclusive workforce**, fostering true workplace diversity

This incredible journey wouldn't have been possible without our **partners, donors, well-wishers, and students**. Hear directly from them in these inspiring videos to see how they became our allies—championing accessible education, workplace inclusion, and inclusive hiring while empowering deaf candidates and transforming learners into **leaders** [Click here](#) to watch the videos.

Thank you for being part of our journey! Share your wishes with us at info@winvinayafoundation.org, and let's continue shaping an inclusive future together.

Awards & Recognition

WinVinaya is a "Great Place to Work"—Once Again!

We are thrilled to be recognized once again as a **"Great Place to Work"**! This honor is more than a certification—it reflects our unwavering commitment to fostering an **inclusive, empowering, and growth-driven** workplace.

As we celebrate **9 years of impact**, we take immense pride in our evolution – from a **4-member team** to a **50+ strong family**, with **50% of our team are persons with disabilities** and **47% are women**. For us, **Diversity & Inclusion** aren't just values—they are in our DNA!

What started as a **sign language initiative** has now grown into **WinVinaya Academy**, our **award-winning Learning Management System (LMS)** offering barrier-free learning in **Software Development, Testing, MS Office, Power BI, Gen AI** and more in both **Indian Sign Language** and **English** mediums.



We Have Expanded Our Verticals to Include:

- ♦ **Training & Upskilling** – Empowering individuals with industry-ready skills through our inclusive team.
- ♦ **Accessible Learning Materials** – Making education inclusive while creating meaningful employment opportunities.
- ♦ **Placement & Post-Placement Support** – Bridging the gap between skilled talent and industry needs while supporting companies in integrating inclusive talents.
- ♦ **Innovation Centre of Excellence** – Driving advancement in accessibility, inclusive technology and creation of accessible solutions

At WinVinaya, inclusion **isn't just a policy—it's the heartbeat of everything we do**. Every individual, irrespective of ability, deserves an equal opportunity.

A huge THANK YOU to our team, partners, and supporters for making this journey meaningful. **Let's continue to break barriers, create opportunities, and inspire change—together!**

Projects & Initiatives

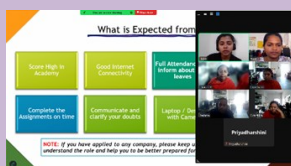
Empowering Women and PwDs: Employability Program in Tirupur

We are excited to launch our **Employability Training Program for Women and Persons with Disabilities (PwDs)** in Tirupur, in partnership with one of our esteemed collaborators! This time, we **flipped the model**—instead of training first, we identified job requirements and then tailored our training accordingly

We kicked off on **February 14** with an orientation on **career opportunities in the Banking, Financial Services, and Insurance (BFSI) sector**. Participants will gain:

Industry-specific skills – BFSI sector essential **Soft skills training** – Communication, teamwork, and leadership **Resume-building & interview preparation** – Helping candidates stand out

By equipping women in **Tier-3 cities** with **tech-driven skills**, we empower them to **thrive, gain respect, and uplift their families and society**. We are excited for the impact ahead!



Inclusive Typing Training for Visually Impaired Trainers

At WinVinaya, we believe in the **power of collaboration**—empowering trainers creates a **ripple effect** that benefits countless students.

This month, we conducted a **train-the-trainer session** for **visually impaired trainers from Mithra Jyothi**, introducing them to the **Speed Typing Tool** to help visually impaired students improve **typing speed and accuracy**—a common challenge for many.

Key Highlights:

- ♦ **Screen-reader-friendly Speed Typing Tool** – Accessibility at its core
- ♦ **Hands-on Training** – Guided by both sighted and visually impaired trainers
- ♦ **Progress Monitoring & Feedback** – Tracking student improvements
- ♦ **Q&A Session** – Clarified doubts and prepared trainers to guide students effectively

Trainers found the session **extremely valuable**, boosting their confidence in guiding students. **A big step toward digital inclusion!**

Empowering MSMEs through Digital Marketing and Financial Literacy

In India, **MSMEs contribute nearly 30% to the GDP**, making digital and financial empowerment **crucial** for their growth. At **WinVinaya**



Foundation, we are committed to equipping MSMEs with essential **digital and financial skills** in collaboration with our partners.

On **February 14 and 15**, we conducted a **Digital Literacy Training Program** at **Yalaburga Panchayat Office**, engaging **35+ enthusiastic participants** across both sessions.

Key Focus Areas:

- ♦ **Poster Creation with Canva** – Designing eye-catching marketing materials
- ♦ **Video Editing using InShot** – Crafting professional business videos
- ♦ **Online Marketing Insights** – Learning real-time strategies for digital success

A standout moment was seeing **MSME owners**, skilled in **roti making and potato chips production**, eagerly explore **Canva and InShot** to promote their businesses. Their excitement reinforced the **practical impact** of the training.

Beyond digital marketing, we also emphasized **financial literacy**, helping MSMEs manage their businesses **efficiently**. This initiative bridges the gap between **traditional and digital business strategies**, fostering **sustainable community growth**.

Highlight: The training was driven by a **unique blend of industry veterans, women leaders, and local interns**, ensuring a **relatable and impactful learning experience**.

Encouraged by the **overwhelming response**, we remain committed to expanding our digital literacy programs to empower **more MSMEs** to thrive in the digital economy!

Events & Engagements

Chai with Changemakers – Building a Sustainable & Inclusive Future!

At WinVinaya Foundation, we believe inclusion is **not just about hiring—it's about belonging and opportunity**. In our recent **Chai with Changemakers** sessions, we had inspiring conversations with **Seena Ravindran** (DEI Leader, Sutherland) and **Vineet Saraiwala** (Founder, Atypical Advantage) on **driving sustainable change in diversity and inclusion**.

Key takeaways -

- ♦ **Small Actions, Big Impact:** Inclusion starts with everyday moments—like a blind employee using Google Pay inspiring broader financial inclusion efforts.
- ♦ **Breaking Biases:** Unconscious biases around **gender, disability, and LGBTQ+ inclusion** must be challenged to create equitable workplaces.
- ♦ **Beyond Hiring:** True inclusion reflects in **employee experience, leadership accountability, and a culture of belonging**.
- ♦ **Expanding Opportunities:** Atypical Advantage connects PwDs beyond **art and entertainment to corporate, manufacturing, and leadership roles**—proving skills matter more than disabilities.

Powerful Moments:

- ♦ Seena was **deeply inspired** watching a **employee with visually impairment** at WinVinaya effortlessly **use Power BI**, shattering **stereotypes about disability and technology**.
- ♦ Vineet's **mission** began when he struggled to **find a singer with a disability for a corporate event**, leading him to **create India's largest livelihood platform for PwDs**.

Call to Action:

- ♦ **Hire & Empower:** Commit to **hiring at least one PwD** and provide post-placement support like **job coaches and accessibility tools**.
- ♦ **Challenge Assumptions:** See **capabilities, not limitations**—inclusion starts with **shifting mindsets**.
- ♦ **Be the Catalyst:** Take **small but consistent actions**—each step creates a ripple effect for lasting change.

Check the conversations [here](#):

Join the Conversation & Be Part of the Movement!
We would love to hear your thoughts and ideas. **What do you want to converse with us?** Reach out at info@winvinayafoundation.org and let's create inclusive world together!

MargaDarshan – Job Mela for Persons with Disabilities!!

At WinVinaya, we don't just host a job fair—we create a **transformative platform** where inclusive companies connect with skilled candidates with disabilities across IT, BFSI, and other corporate sectors. **MargaDarshan is more than a hiring event; it's a celebration of inclusivity, accessibility, and innovation.**

What Makes MargaDarshan Unique?

At MargaDarshan 2025 (January), we saw firsthand how companies moved from curiosity to commitment in disability hiring. Some arrived to explore; they left as champions of inclusion.

Key Highlights from MargaDarshan 2025

We curated an immersive experience featuring:

Fireside Chat: Industry leaders, inclusive education institutes, an employee with a disability, and a parent of a special child shared candid insights on breaking barriers, implementing best practices, and fostering inclusive hiring.

Innovation & Accessibility Showcase: We introduced stalls featuring **innovative platforms and assistive devices** designed for candidates with disabilities and companies seeking to provide reasonable accommodations.

Experiential Zone: A fun, interactive space where inclusive companies, volunteers, and first-time explorers:

- ♦ Learned **15 sign language phrases in just 15 minutes**, proving ISL is simple and fun.
- ♦ Stepped into the **world of sensory navigation** by experiencing blindfolded chess and screen-reader demos, gaining firsthand empathy for visual impairment.
- ♦ Connected with **"Our Baggage"—a unique neurodiverse experience**, highlighting the strengths and perspectives of individuals from the neurodiverse community.

Notably, this entire experiential zone was designed and managed by persons with disabilities!

Join Us in MargaDarshan - March 2025

- **Access** a diverse, pre-trained, and job-ready talent pool.
- **Demonstrate** your company's commitment to inclusive hiring.
- **Network** with industry leaders and gain actionable insights.
- **Take the leap** toward building a truly inclusive workforce.

How do you do that?

Share your hiring requirements at placement@winvinayafoundation.org.

Schedule a call to explore how MargaDarshan aligns with your hiring goals.

Reserve your spot now and be part of the movement toward an inclusive workforce!

Together, let's create workplaces where talent knows no barriers!

Breaking Barriers: Empowering Neurodiverse Talent for Inclusive Education

At WinVinaya, we believe **education should be a choice, not a privilege limited by accessibility**. To bridge this gap, we piloted an **on-the-job training program**, where **neurodiverse candidates** worked on **document remediation**, making **Math, Physics, and Chemistry** books accessible for individuals with visual impairments.

A dedicated team of **six neurodiverse individuals**, led by **Arun, a visually impaired colleague**, worked alongside **Deaf colleagues and persons without disabilities** to transform Word documents into **EPUB format**. Through a **structured 15-step process**, they mastered **alignment, numbering, table creation, inserting equations, and image snipping** to create inclusive learning materials.

To ensure their success, we built a **strong mentorship and support system**:

- ♦ **Buddies and mentors for hands-on guidance and collaboration**
- ♦ **A job coach to foster teamwork and problem-solving**
- ♦ **Workplace etiquette training, covering professionalism and communication**
- ♦ **Daily progress tracking to instill accountability**

The outcome? **Remarkable growth!** These individuals showcased **punctuality, focus, and determination**, earning immense pride from their families.

Inclusive companies, let's break barriers together! This pilot proves that with the right support, neurodiverse individuals can excel in the workforce.

Join us in creating inclusive opportunities—connect with us at placement@winvinayafoundation.org!

To get the sign language video of this newsletter, please scan the QR Code given here

