

# DARE TO DREAM

The official newsletter of WinVinaya Foundation



**CELEBRATING DIVERSITY, INCLUSION, AND EMPOWERMENT AT WINVINAYA!**

## MargaDarshan 2025: A Milestone in Inclusive Hiring

On **March 19, 2025**, at **Kutchi Bhavan, Bengaluru**, WinVinaya Foundation successfully hosted **MargaDarshan 2025 - A Job Mela for Persons with Disabilities**. Thoughtfully planned by **employees and associates of WinVinaya**, this event was a shining example of **true inclusivity**, ensuring that every aspect—from hosting to performances to discussions—reflected the diverse strengths of the community.

A total of **17 companies participated**, with **14 actively recruiting** and **3 exploring opportunities to collaborate and understand WinVinaya's mission and candidates**. With **60 roles opened**, this event served as a significant step in bridging **skilled professionals with inclusive employers**.

**Setting the tone for inclusivity**, the event was seamlessly anchored by a diverse team of MCs:

- ⇒ **Yogitha** - A dynamic host with **visual impairment**
- ⇒ **Rajat** - A confident communicator with **hearing and speech impairment**
- ⇒ **Pricilla** - An energetic host **without disability**

**The invocation set the stage for an uplifting experience:**

- ⇒ **Kaushik S Rao**, a person with **neurodivergence**, captivated the audience with a mesmerizing **Tabla performance**, making everyone tap their feet to his rhythmic beats.



⇒ **Debroop Ghosh**, a person with **neurodivergence**, delivered a soulful prayer song, creating an atmosphere of warmth and reverence.

## Empowering Insights & Engaging Discussions

The **Opening Keynote** featured industry leaders sharing impactful insights on **inclusive hiring, corporate responsibility, and the evolving employment landscape**:

- ⇒ **Ashok Pamidi** (Former CEO, NASSCOM Foundation)
- ⇒ **Chung G Tham** (Wealth & Asset Management Audit Leader, EY GDS Assurance)
- ⇒ **Nivedita** (Founder Director, Pacta)

**Abraham Stephanos** (SVP India), who provided an overview of **collaborative projects between SVP and WinVinaya** aimed at advancing disability hiring and inclusion.

Adding a research-driven perspective, **Shiva Jayagopal** (Co-founder, WinVinaya) presented findings from a **collaborative study on disability hiring** conducted by **WinVinaya Foundation and SVP India**, reinforcing the importance of partnerships in fostering inclusive employment.

Further, **Akila Sankar** (Co-founder, WinVinaya) showcased the portfolio of **Kaushik to recruiters**, demonstrating not just his skill sets but also his **resilience and determination**—qualities that are invaluable in any workplace.

### Human Library Experience: A Bestseller of Inclusion

One of the most **impactful and engaging segments** of the event was the **"Beyond the Resume – Human Library Experience."**

The **"readers"** were two **neurodiverse candidates**, **Aishwarya and Arjun**, who asked thought-provoking questions, leading to some of the most **eye-opening conversations** for the audience.



### The Featured "Books" & Their Powerful Stories:

- ◆ **"The Visionary Chronicle"** – **Arun** (A person with **visual impairment**) shared his **professional journey and advocacy for accessibility**.
- ◆ **"The Trailblazer's Journal"** – **Nagarathna** (A person with **locomotor disability**) spoke about **breaking barriers in training and leadership**.
- ◆ **"The Silent Symphony"** – **Rahul** (A person with **hearing and speech impairment**) narrated his **experiences in communication and resilience in the workplace**.

This segment resonated deeply with the audience, offering unique **first-hand insights into lived experiences, challenges, and triumphs**. The **questions and answers sparked eye-opening discussions**, leaving many in the audience with a deeper understanding of **talent beyond traditional metrics**.

### Interactive Stalls: Innovation & Accessibility in Action

Attendees immersed themselves in **hands-on experiences with accessibility solutions and assistive technology innovations** through interactive stalls, each designed to showcase **inclusion in action**:

- ⇒ **NeoMotion** – Highlighted **cutting-edge mobility solutions**, empowering individuals with enhanced independence.
- ⇒ **ATF Adidvara** – Demonstrated an **accessible job portal** designed to connect **persons with disabilities** to meaningful career opportunities.

⇒ **ISL Sprint** – Led by **Deaf trainers**, this engaging challenge encouraged corporates and volunteers to **learn 15 Sign Language phrases in just 15 minutes**, fostering a deeper understanding of **inclusive communication**.

⇒ **Sensory Safari** – A powerful experience where **employees with visual impairment** guided corporates and volunteers through their world, demonstrating how **assistive devices** enable them to **work on par with others** and lead **dignified, independent lives**.

⇒ **Neuro Embrace** – Showcased the skills of **neurodivergent students from WinVinaya**, as they demonstrated **Zoho bookkeeping, document remediation, and their innovative use of Gen AI tools to solve Excel formula challenges**—proving how technology bridges gaps in workplace efficiency.

These **engaging and eye-opening stalls** provided attendees with **real-world exposure to inclusive technologies** and highlighted the **immense potential of persons with disabilities in the workforce**.

### Connecting Talent with Opportunity

At the heart of **MargaDarshan 2025** were the **interview sessions**, where **inclusive employers engaged with skilled candidates**, reinforcing their commitment to building **equitable workplaces**.



This event served as a **launchpad for careers**, bringing us **one step closer to a workforce where diversity is valued and celebrated**.

MargaDarshan 2025 was not just a job fair—it was a **celebration of talent, resilience, and the power of inclusivity**. Let's continue breaking barriers and working toward a future where **every individual has an equal**



## WinVinaya Foundation Honoured with the Rotary DEI Award

We are deeply honoured to receive the **Rotary DEI Award for Pioneering Initiatives**, a testament to our unwavering commitment to **empowering neurodiverse individuals with industry-relevant skills** and unlocking new career



opportunities.

This prestigious honor reaffirms our **commitment to inclusion, accessibility and equity** – ensuring that **individuals of all abilities are not just supported but truly valued in the workforce**. It stands as a testament to the passion of our team, the unwavering support of our partners, and the incredible perseverance of those we are privileged to train.

The award was presented at the **South Asia International Peace Conference 2025** on **March 23rd**, where **Shiva, Akila, Baskaran, and Arun** represented **WinVinaya Foundation**, sharing insights into our transformative initiatives and the tangible impact of our work..

We extend our heartfelt gratitude to **Rotary International** for this recognition. This milestone fuels our mission to **break barriers, challenge biases, and redefine the professional landscape**—proving that **true inclusion** is not just about opportunity but about **belonging**.

Let's continue shaping a future where **every individual** has **equal access to growth, success, and dignity**.

## Empowering Inclusion: Adidvara App Training at WinVinaya Foundation

At **WinVinaya Foundation**, we are committed to leveraging **technology for inclusive employment**. In collaboration with **ATF**, we recently conducted a **training session on the Adidvara App**, a digital platform designed to support job seekers with disabilities.

### About Adidvara

**Adidvara** means "**entryway to infinite opportunities**." Developed by **ATF**, this app streamlines **job search, resume building, and career guidance** for persons with disabilities, ensuring equal access to meaningful careers.

### Training Highlights

Led by **Rashmi from ATF**, the session empowered **WinVinaya trainers and interns** to navigate the platform effectively. Trainers learned to **create profiles, explore job listings, and utilize resume tools**, enabling them to guide future candidates. **Interns with intellectual disabilities (ID) and neurodivergent individuals** received hands-on training to independently use the app



for their job search.

### Impact & Future Vision

The training **empowered 13 participants**, including trainers with **hearing, speech, and visual impairments**. Moving forward, **WinVinaya and ATF** will collaborate to expand this opportunity, ensuring **more candidates with disabilities can access employment through the Adidvara App**. Together, we are breaking barriers and building an **inclusive future** where **everyone has the tools to succeed**.

## Empowering Rural MSMEs Through Digital & Financial Literacy

At WinVinaya Foundation, we are committed to **empowering grassroots entrepreneurs**, particularly **women-led MSMEs**, by equipping them with **digital and financial skills** to expand their businesses. In collaboration with **Yalaburga Panchayat, Karnataka**, we recently launched a training initiative to help small business owners **modernize their operations and increase their reach**.

These entrepreneurs specialize in crafting traditional products like **Jowar Roti, Chips, and Pickles** but have primarily relied on **word-of-mouth marketing and cash transactions**. Recognizing the need for **digital transformation**, we designed a **two-module training program** focused on **Digital Marketing and Financial Literacy** to **bridge this gap**.

### Bridging the Digital Gap: Training Modules for MSMEs

#### Digital Marketing Training

- ⇒ Understanding the shift from **traditional to digital marketing**.
- ⇒ Hands-on sessions using **Canva, InShot, and WhatsApp** for **creating posters and promotional videos**.
- ⇒ **Implementation support** to guide entrepreneurs in using these tools effectively.

#### Financial Literacy Training

- ⇒ Practical training on **MeraBills**, a digital bookkeeping tool to **track income and expenses**.
- ⇒ **Using PhonePe for digital payments**, ensuring secure and hassle-free transactions.
- ⇒ **Success stories** of entrepreneurs who have grown their businesses through digital adoption.

### Real Impact, Real Growth

- ⇒ **Rising participation** – 41 MSMEs joined the first session, growing to 57 MSMEs in the second.
- ⇒ **Immediate implementation** – Entrepreneurs have already started using **MeraBills and PhonePe** for financial transactions.
- ⇒ **Commitment to learning** – Some women attended with their children, eager to **embrace new skills and technology**.



By **bridging the digital divide**, we are **fueling financial independence, enhancing business sustainability, and creating lasting impact** in rural communities. This initiative is just the beginning, and we remain dedicated to **supporting these entrepreneurs on their journey to success**.

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