



ANNUAL REPORT 2023-2024

WINVINAYA FOUNDATION





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FOUNDERS NOTE



Sivasankar Jayagopal
Co-Founder



Seethalakshmi Kuppuraj
Co-Founder

Dear Well-Wishers,

As we reflect on another impactful year, I am honored to share this Annual Report, which highlights the milestones we've achieved together at WinVinaya Foundation. Our journey is fueled by an unwavering commitment to empower individuals with disabilities, women, economically disadvantaged communities, and transgender individuals.

At the heart of our mission lies a vision to build a future where inclusivity becomes the norm—where everyone, regardless of their ability or background, has the opportunity to realize their full potential. Each initiative we undertake is a step toward breaking barriers, fostering equality, and creating pathways for sustainable change.

Your unwavering support and collaboration have been instrumental in turning this vision into reality. As we continue to expand our programs and drive systemic transformation, I am deeply grateful for the trust and encouragement you have shown us. Together, we are shaping a more equitable and inclusive society.

Thank you for being an integral part of our journey.

Warm regards,

Sivasankar Jayagopal & Seethalakshmi Kuppuraj
Co-Founders, WinVinaya Foundation



MISSION



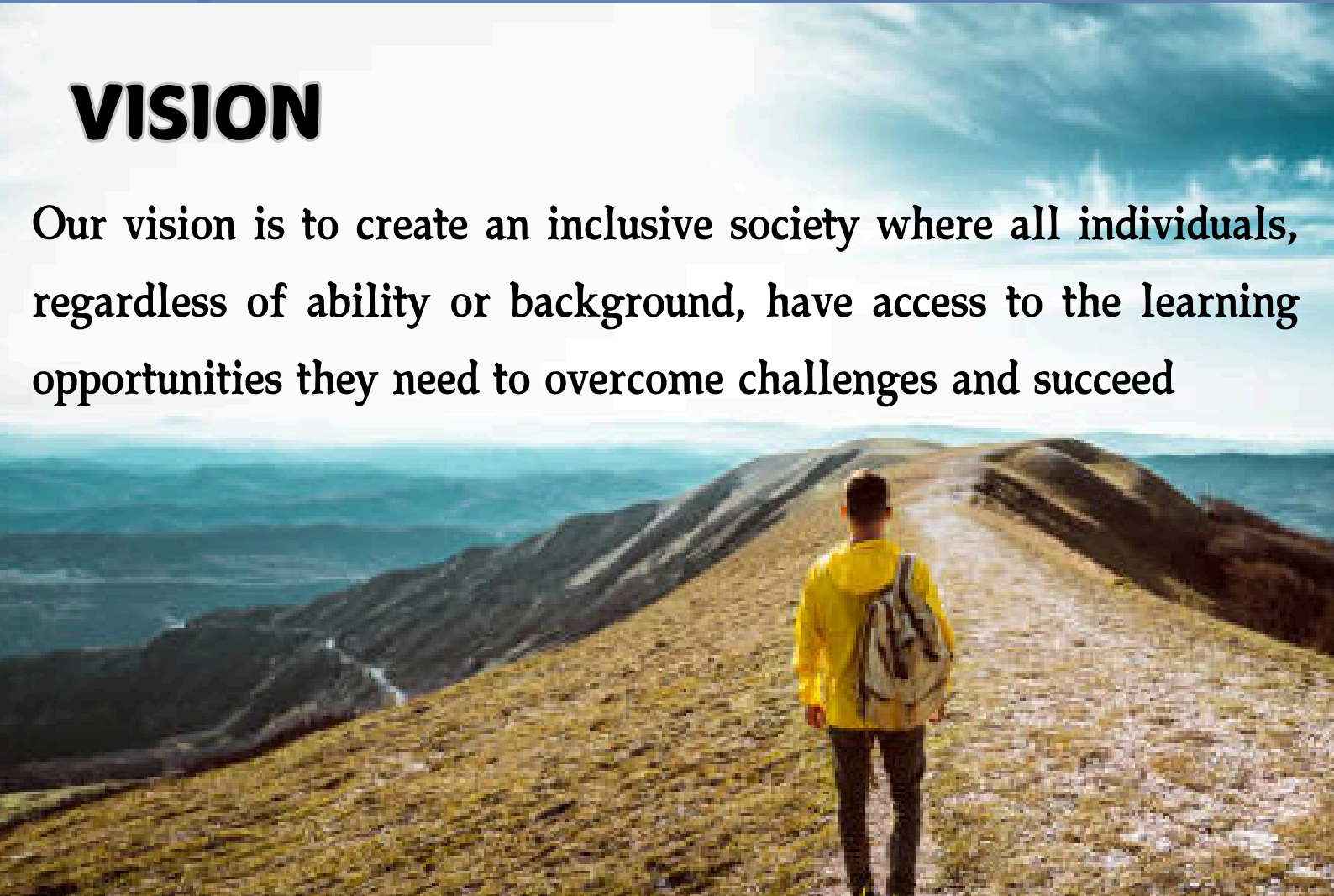
VISION

MISSION

WinVinaya Foundation empowers Persons with Disabilities (PwDs), women, economically disadvantaged individuals, and transgenders by providing them with essential skills, training, and entrepreneurial opportunities. Our goal is to enhance employability, support financial independence, and enable individuals to lead dignified lives.

VISION

Our vision is to create an inclusive society where all individuals, regardless of ability or background, have access to the learning opportunities they need to overcome challenges and succeed



About WinVinaya Foudnation

WinVinaya Foundation, a charitable trust founded in 2016, is dedicated to empowering persons with disabilities (PwDs), women, and economically disadvantaged groups by equipping them with life skills and industry-relevant training. The foundation's impact is widespread, with over 1,000 beneficiaries across 24 Indian states and Nepal. It has successfully placed more than 400 candidates in leading organizations such as JPMorgan Chase, Wipro, and Dell. WinVinaya offers training in diverse domains, including IT Full Stack Development, Accessibility Testing, Microsoft Power BI, and Financial Accounting. Programs like EduConnect extend foundational and advanced skill-building to schools and colleges, while specialized initiatives in financial literacy and digital marketing support micro-entrepreneurs, particularly women, to grow their businesses.

WinVinaya is also at the forefront of fostering workplace inclusion, conducting sensitization workshops, and offering post-placement support to ensure seamless integration of candidates into the workforce. Its holistic approach, which combines technical training, soft skills development, and mentorship, has helped create a more inclusive and diverse society. Through collaboration with corporates and community partners, WinVinaya continues to amplify its mission of transforming lives and promoting social equity.



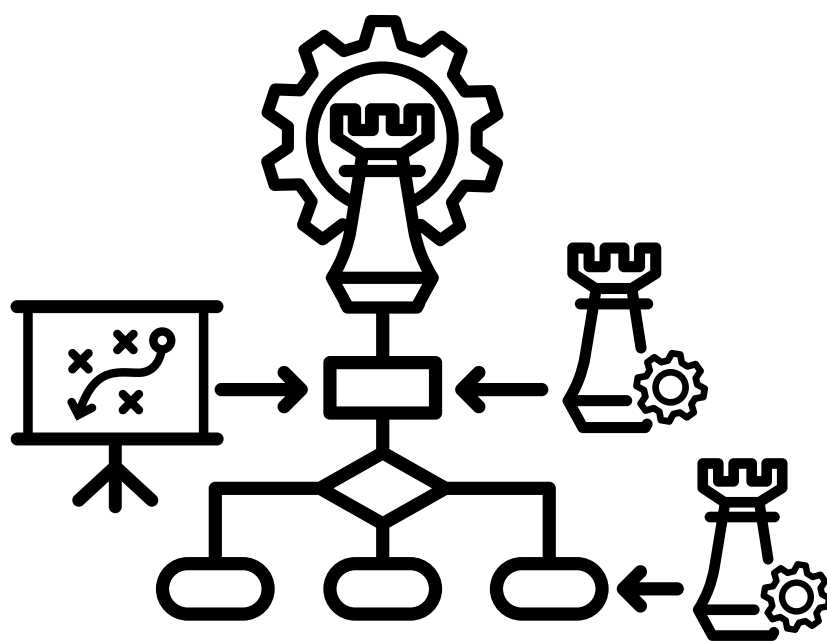
It provides accessible, digital learning opportunities tailored for 18 recognized disability categories, offering courses in Indian Sign Language and simple English to bridge the skills gap effectively.





OUR APPROACH

At WinVinaya Foundation, we strive to empower individuals with disabilities through training, education, and employment opportunities, fostering independence and dignity. This year, we aim to train over 300 individuals in industry-relevant skills and place more than 150 candidates into meaningful employment with inclusive companies. By promoting disability awareness through workshops and collaborating with schools, colleges, and companies, we are expanding our reach and impact. Through partnerships and innovative solutions, we are scaling our efforts to bridge the gap between talent and opportunity, building a more inclusive society with your continued support.



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2023-24

PROGRAMS AND INITIATIVES

APRIL 23 – MARCH 24

AWARD FOR INNOVATION



WinVinaya Academy was honored with the “Best Assistive Technology Initiative by NGOs Award” from ATF. The Academy provided 24/7 access to a wide range of courses, including full-stack software development, software testing, Microsoft Power BI, MS Office, Tally, English, and more.. was an inclusive platform, offering courses in Indian Sign Language and simple English to support people with disabilities, women, and marginalized communities. With over 50 courses, WVA continued to grow and evolve. Additionally, WinVinaya introduced new Indian Sign Language (ISL) learning courses, addressing the needs of deaf candidates, their hearing parents, educators, and corporate employees eager to learn ISL basics..





COLLABORATION WITH IIITB

WinVinaya Foundation, in collaboration with the International Institute of Information Technology (IIIT) Bengaluru, led a research study exploring the use of Android phones as assistive technology for individuals with disabilities. At Adarsh College, Bengaluru, the WinVinaya team conducted a week-long training for students with hearing and speech impairments. Additionally, WinVinaya provided specialized training for individuals with visual impairments who were first-time smartphone users, teaching them how to use assistive technologies like TalkBack. Over 100 candidates were trained, and the training continued to expand.. With this initiative, the organisation aims to cater the needs of the people with disabilities by making them more familiar with modern technologies and gadgets to make their journey more accessible and self reliant



7 YEARS OF WINVINAYA



Over the past 7 years, WinVinaya Foundation has made a lasting impact, training over 1,100 candidates and placing more than 400 individuals, including those with diverse disabilities and women. To mark this milestone, WinVinaya conducted a workshop titled "Embracing WinVinaya Culture: I-We-Us." The workshop, led by Mr. Anand Vissa, was attended by over 40 team members from various departments, including sourcing, training, placement, and project management.



INSPIREX EVENT



Win Vinaya attended InspireX, hosted by SVP India at Christ University, Bengaluru, and participated in a session on fundraising strategies, gaining valuable insights for NGOs. At its stall, WinVinaya offered experiential disability sensitization through activities like the "Sensory Safari," featuring blindfolded tactile chess and a multi-sensory scavenger hunt. A highlight was the "ISL Sprint," where participants learned basic Indian Sign Language phrases in just 15 minutes. The event fostered connections, collaboration, and greater impact among NGOs.

WINVINAYA GOES GREEN

WinVinaya Foundation hosted a captivating session on sustainable living, led by environmentalists Ms. Mithan and Ms. Manisha. The session explored practical ways to embrace a greener lifestyle. Participants learned simple changes they could incorporate into their routines to minimize environmental impact through the Simple Swaps Daily Sustainability segment. They also discovered effective methods to conserve and protect water bodies in the Water Warriors segment. Additionally, participants got hands-on experience with composting, learning how to transform kitchen scraps into nutrient-rich fertilizer for plants in Composting 101.



EMPOWERING INCLUSIVITY

WinVinaya's impact at the Microsoft Meetup



WinVinaya made a significant impact at a Microsoft meetup by promoting inclusivity and accessibility for individuals with disabilities. Attendees participated in an Indian Sign Language (ISL) sprint led by WinVinaya's deaf employees, gaining insights into the language and deaf culture. Visually impaired employees showcased their skills through tasks and strategic games, while Arun Kumar S demonstrated Microsoft Power BI using screen readers and keyboard shortcuts, highlighting adaptive technology. The event emphasized empowerment and advocacy for inclusivity within the community.

GREAT PLACE TO WORK



WinVinaya has been recognized as a "Great Place to Work" in the Non-Profit and Charity Organizations category. This recognition highlights the foundation's commitment to fostering a positive and inclusive workplace culture. By prioritizing employee well-being and professional development, WinVinaya continues to excel in creating a supportive environment for its team members.

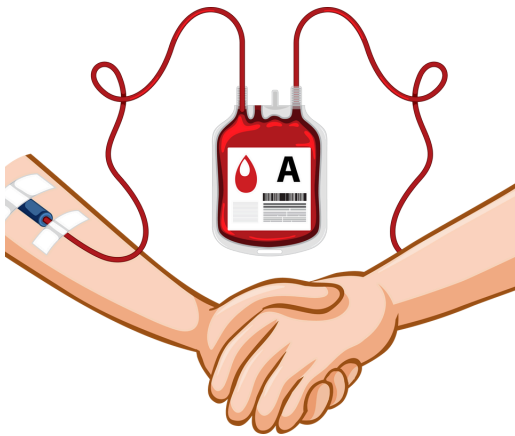
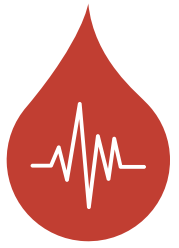


This is to certify that WinVinaya Foundation has successfully completed the assessment conducted by Great Place To Work®, India, and is certified as a great workplace.
Category: Non - profit and Charity Organizations

This certificate is valid from February 2024 to February 2025.

Yeshaswini Ramaswamy
Chief Executive Officer
Great Place To Work®, India

BLOOD DONATION CAMP



The blood donation camp was a testament to this ethos—a celebration of dignity, inclusivity, and community service associated with The Red Cross and the Rotary Abilities team. A total of 43 individuals from our community registered for the blood donation camp, showcasing remarkable enthusiasm and commitment. Among them, 27 participants generously donated blood to the blood bank.



COLLABORATION WITH

ZOHO CREATOR TEAM

Zoho Creator team visited WinVinaya and trained our trainers through their Young Creators Program (YCP). This training enables us to create tailored modules for Persons with Disabilities using Zoho Creator, fostering employment opportunities, and providing skilled employees to Zoho partners. Such collaborations exemplify our commitment to building a more inclusive world



OTHER CORPORATE COLLABORATIONS

WinVinaya Foundation has been actively engaging in corporate collaborations to foster understanding, inclusivity, and empowerment. This includes a range of initiatives including the powerful Disability Sensitization Session at a Fortune 500 company, where over 25 passionate employees joined us for an enlightening journey. Attending the annual family event of BNI Titans was another enriching experience for the WinVinaya team. The highlight of the event was a thoughtprovoking drama addressing excessive mobile phone usage, performed by our trainers with speech and hearing impairment. WinVinaya hosted Marlabs LLC for an insightful disability sensitization session, enriched by leaders from the USA and India.



PARTNERING WITH SVP

WinVinaya's partners with Social Venture Partners (SVP) to tackle the critical challenge of job placement for Persons with Disabilities (PwDs). Together, we're working to create a robust PWD ecosystem that benefits everyone involved. SVP's experienced lead partners will be mentoring WinVinaya's team. This collaboration will strengthen our ability to connect talented PwDs with high-quality job opportunities across various industries.

WINVINYA



EXPANDING EDU CONNECT PROGRAM

WinVinaya Foundation expanded its EduConnect program by partnering with four colleges across India to upskill 100 students. WinVinaya was delighted to have signed an MOU with JSSPDA (JSS - Polytechnic for the Differently Abled), Mysuru, to upskill hundreds of college students with disabilities. JSSPDA, an outstanding institution, had received various State and National Awards for their exceptional work in empowering Persons with Disabilities.

INCLUSIVE UPSKILLING

FOR PERSONS WITH DISABILITIES



NATURE FOR ALL: A WALK WITH PERSONS WITH DISABILITIES



On 28 April 2023, WinVinaya Foundation hosted an inclusive event titled "Nature For All: A Walk with Persons with Disabilities" in collaboration with Wells Fargo volunteers to commemorate Earth Day. The event aimed to raise awareness of environmental issues and promote actions toward a more sustainable future in an inclusive manner.



CELEBRATION OF ABILITIES



WinVinaya Foundation teamed up with Standard Chartered Bank for the World 10K Bengaluru marathon. This extraordinary event brought together candidates with diverse disabilities, who were paired up with employees of SCB. It was a joyful celebration that focused on abilities rather than disabilities, sparking a transformative experience for all participants involved.



SKATE SAFE-WORKSHOP



WinVinaya recently teamed up for a skating workshop on skating techniques. Stanley Ravi led an enlightening session, providing hands-on training on the basics of skating, including participants with Visual Impairment, Hearing and Speech Impairment, and those without disabilities. WinVinaya continued with follow-up sessions. Around 25+ members attended the orientation session, with 4 visually impaired and 4 hearing and speech impaired individuals, along with 2 non-PWDs, participating in subsequent sessions.



DISABILITY AWARENESS ORIENTATION



WinVinaya held a Disability Awareness Orientation (DAO) for CGI, helping employees engage, empower, and include persons with disabilities in the workplace. The sensitization program delved deeply into disabilities, focusing on visual, hearing, speech, and locomotor impairments through interactive activities. Participants also learned the basics of sign language, emphasizing the power of inclusive communication. These small yet impactful gestures helped bridge gaps and fostered greater integration of individuals with disabilities.



INCLUSIVE ONE DAY FAMILY TRIP



In October, WinVinaya organized a one-day family trip to Suggee Resort, bringing together over 75 individuals, both with and without disabilities, for an inclusive day of fun and adventure. The day featured activities like zip-lining, zorbing, rope walks, archery, Burma bridge, and bull riding. What made it truly special was the camaraderie and support shared among everyone. Persons with Visual impairment enjoyed mountain biking with help from sighted friends, while those with hearing and speech impairments led swimming sessions, teaching others how to swim. The trip showcased the power of inclusion, teamwork, and mutual support.



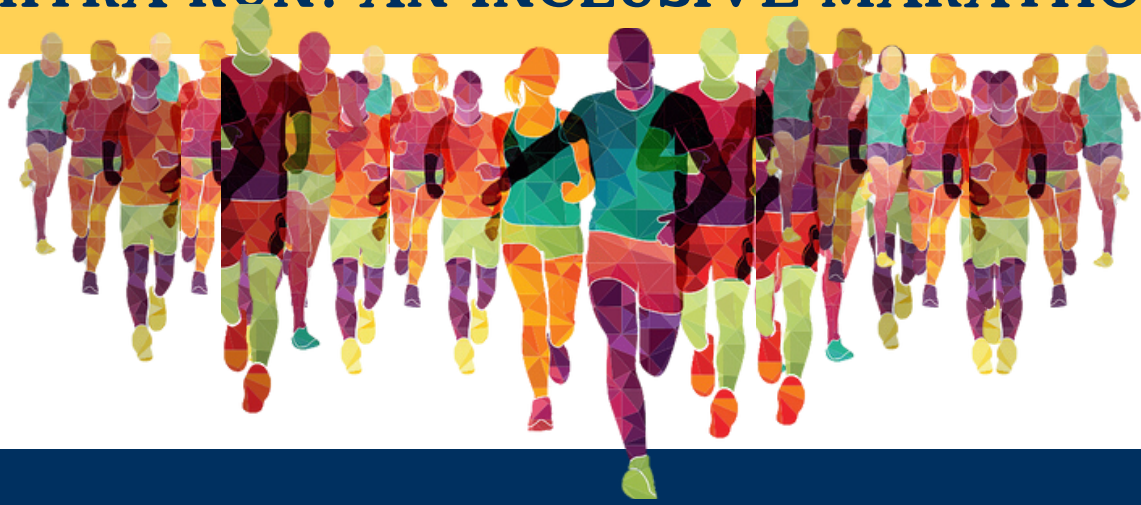
CELEBRATION AT WINVINAYA



In September, WinVinaya celebrated Teacher's Day and the Onam Festival, creating heartwarming moments as everyone came together to honor those who have guided and supported their educational journeys. The highlight of the Onam celebration was the cultural performances that showcased the exceptional talents of the team, including captivating dances by employees with hearing impairments and soulful songs by individuals with visual impairments. Additionally, WinVinaya observed the International Day of Sign Languages from the 20th to the 23rd of September. These events were thoughtfully designed to enhance candidates' knowledge while incorporating engaging activities and joyful celebrations throughout the week.



MITRA RUN: AN INCLUSIVE MARATHON



On December 3rd, in celebration of the International Day of Persons with Disabilities, WinVinaya actively participated in an inclusive marathon held at the Indian Institute of Management, Bengaluru, organized by the Eka Educational and Charitable Trust. 35 members from the WinVinaya Foundation participated in the 5K run, joined by individuals across various disabilities.



MARGADARSHAN 2023 - JOB MELA



Marga Darshan was more than a job fair; it was an inclusive event organized by a diverse team, including individuals with hearing and speech impairments, visual impairments, locomotor disabilities, neurodiversity, and those without disabilities. The team managed every aspect, from experiential zones to the interview hall, stage, and registration desk. The event featured a panel discussion, Sensory Safari (Navigating Diversity with Persons with Visual Impairment), ISL Sprint (Introduction to Indian Sign Language), Neuro Embrace (Celebrating Neurodiversity), and an Assistive Technologies Showcase.



PANEL INSIGHTS

Rethinking Disability in the Workplace




The enlightening panel discussion moderated by Mr. Prateek - Co-founder & CEO, ATF Labs, had insights from Ms. Usha Akam - Global IT Director - SAP Platforms at Unilever, Mr. Manikandan - Head - Talent Acquisition for Technology at Wells Fargo, Ms. Divya Mhatre Placement Officer, TEACH Mumbai, Ms. Radha - Director of AccountsWhiz, Mr. Chaitanya K-Cofounder, Yunikey, and Mr. Mohammed Jabir, a deaf candidate trained by WinVinaya. They brought forth a wealth of ideas and perspectives, redefining how we view disability in the professional sphere. Key takeaways include a call to reevaluate recruitment strategies for Persons with Disabilities, emphasising strengths over degrees. They urged companies to broaden recruitment across disabilities, provide sensitization programs, and embrace diverse communication methods. The event included a crucial Indian Sign Language session by Ms. Akila and Mr. Ashwin, dispelling misconceptions and promoting effective communication with the deaf.

INCOME TAX RETURN

Acknowledgement Number:521359241211123

Date of filing : 21-Nov-2023

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT		Assessment Year 2023-24	
[Where the data of the Return of Income in Form ITR-1(SAHA)], ITR-2, ITR-3, ITR-4(SUGAM), ITR-5, ITR-6, ITR-7 filed and verified] (Please see Rule 12 of the Income-tax Rules, 1962)			
PAN	AAATW3891P		
Name	WINVINAYA FOUNDATION		
Address	25/3 Brindavan, Saraswathipuram IIM Post Near Nano Hospitals, Bangalore South, Bannerghatta Road , Bangalore , 15-Karnataka, 91-INDIA, 560076		
Status	05-AOP/BOI	Form Number	ITR-7
Filed u/s	139(1)-On or before due date	e-Filing Acknowledgement Number	521359241211123
Taxable Income and Tax Details	Current Year business loss, if any	1	0
	Total Income	2	0
	Book Profit under MAT, where applicable	3	0
	Adjusted Total Income under AMT, where applicable	4	0
	Net tax payable	5	0
	Interest and Fee Payable	6	0
	Total tax, interest and Fee payable	7	0
	Taxes Paid	8	0
	(+) Tax Payable /(-) Refundable (7-8)	9	0
Accreted Income and Tax Detail	Accreted Income as per section 115TD	10	0
	Additional Tax payable u/s 115TD	11	0
	Interest payable u/s 115TE	12	0
	Additional Tax and interest payable	13	0
	Tax and interest paid	14	0
	(+) Tax Payable /(-) Refundable (13-14)	15	0
This return has been digitally signed by <u>SIVASANKAR JAYAGOPAL</u> in the capacity of <u>Director</u> having PAN <u>ADYPJ8289P</u> from IP address <u>117.200.124.218</u> on <u>21-</u> <u>Nov-2023 17:39:30</u> DSC SI.No & Issuer <u>3291982</u> & <u>24173630CN=eMudhra Sub CA for Class 3 Individual</u> <u>2022,OU=Certifying Authority,O=eMudhra Limited,C=IN</u>			
System Generated	 AAATW3891P07521359241211123207030734a7d48b10ca4e7b83fb6f911c28490a4		
Barcode/QR Code			
DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU			

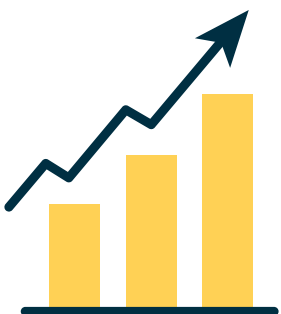
IMPACT & ACHIEVEMENT

- We successfully increased the number of disability categories in our programs from 16 to 18, fostering inclusivity and allowing a broader range of candidates to benefit from WinVinaya's training.
- This year, WinVinaya successfully trained over 300 candidates and organized job fairs and placement drives. These efforts led to increased employment opportunities for individuals with disabilities, women, and other underrepresented groups, fostering greater inclusivity in the workforce.
- We introduced foundational skills training for school students, equipping them with essential competencies for the future. Notably, blind school students have begun preparing for their examinations using computers, marking a significant step toward digital empowerment and independence..
- We successfully conducted a pilot project focused on entrepreneurship training, providing participants with specialized training in essential areas such as digital skills and financial literacy.



GOALS FOR THE NEXT YEAR

- Train 500 beneficiaries, including both new candidates and those from previous years, and ensure that 50% of this year's trainees, along with selected individuals from the backlog, are successfully placed across key sectors such as IT, banking, and others.
- Introduce specialized courses at WinVinaya Training and WinVinaya Academy, such as Prompt Engineering, AI Integration, and Turbocharged Speed Typing, designed to meet evolving industry needs and enhance employability in high-demand fields.
- Organize job melas in multiple cities, aimed at increasing placements for underrepresented groups, particularly individuals with disabilities and women, by connecting them to job opportunities across various sectors.
- Launch new initiatives focused on entrepreneurship and digital skills development, broadening WinVinaya's social impact and empowering a wider range of beneficiaries with the skills needed for success in the digital economy and self-employment.



BOARD MEMBERS



Sivasankar Jayagopal
Co-Founder



Seethalakshmi Kuppuraj
Co-Founder



HOW TO REACH US

BENGALURU -

WinVinaya Foundation

25/3 Brindavan, 3rd Cross,

Saraswathi Puram, IIM Post,

Bengaluru, Karnataka - 560076



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The Manoharan Charitable Trust)

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