

DARE TO DREAM

The official newsletter of WinVinaya Foundation



INCLUSION IN PRACTICE. DIGNITY IN ACTION

Some months inform. Some months inspire. **December moved people.**

Across classrooms, community spaces, public platforms, and policy conversations, December reminded us of a powerful truth: Inclusion is not a statement. It is a practice.

At WinVinaya Foundation, this month reaffirmed why we exist – to build pathways where persons with disabilities are empowered with skills, confidence, belonging and dignity.

A Big-Bang Closure to the TE Connectivity Project (FY Closure)

When Learning Turns into Confidence

December began on a proud and meaningful note with the **Valedictory Celebration of our Deaf Candidates Training Program** — marking the **grand culmination of the TE Connectivity-supported project for this financial year.**

Our last batch of sixteen determined deaf candidates completed intensive training in **Banking & Financial Services** and **MS Office**. What they brought to the stage was more than learning – it was confidence earned, skills demonstrated, and aspiration voiced. , Through stage performances and live AI demonstrations using Excel and Word, the candidates showed what happens when access meets opportunity:

Talent becomes visible. Confidence takes root. Future begin to feel possible

The presence of our partners from **TE Connectivity** reaffirmed a shared belief that when inclusion is intentional, workplaces become stronger and people thrive.

This was not just the end of a project.

It was a foundation laid for what comes next.



E-Mail: info@WinVinayaFoundation.org

Focused Placement Drives: When Accessible Hiring Meets Real Opportunity

This month, we deepened our employer partnerships through **focused placement drives** — designed to ensure that skilled candidates are not just interviewed, but **seen, understood, and fairly evaluated**.

Rather than a one-size-fits-all approach, each drive was carefully aligned with role expectations, accessibility needs, and workplace realities.

Sutherland Placement Drive – Customer Support Roles

Our placement drive with **Sutherland** focused on Customer Support roles across multiple locations.

At a glance:

19 candidates shortlisted (Combination of candidates with hearing and speech impairment, visual impairment and locomotor disability)

10 interviews completed, 9 interviews scheduled

For candidates with hearing and speech impairment (HSI), interviews were conducted through **written chat-based interactions**, with **sign language interpreter support from WinVinaya Foundation** whenever required.

What stood out was the interview panel's **patience, openness, and inclusive mindset** — ensuring that candidates were assessed on skills and potential, not on limitations.

Tata Elxsi Placement Drive – Inclusion That Delivers Results

Our long-standing inclusion partnership with **Tata Elxsi** continues to demonstrate what meaningful inclusion looks like in practice.

Last year's milestone:

- **6 WinVinaya candidates placed for the first time**
- **3 already billable**, clearly demonstrating business value

Leadership feedback: *"WinVinaya candidates are amazing and eager to grow."*

These candidates contribute across diverse roles — from **mechanical design** and **UI development** to **leading internal initiatives** — collaborating seamlessly with hearing colleagues using assistive technologies.

Building on this success, Tata Elxsi returned to hire the next batch of interns:

- **13 CVs shared across 5 internship roles**
- Interviews held on **28th November**
- 9 candidates interviewed **offline** in Bangalore

4 candidates interviewed **virtually**

Interviewers especially appreciated candidates who used **voice-to-text tools**, highlighting their **speed, accuracy, independence, and adaptability**. Feedback from technical and HR panels was **consistently positive**.

We got the result of this drive with positive note saying 8 got selected and 3 are on-hold for further interviews.

For Tata Elxsi, inclusion is not a checkbox — **it is a commitment backed by action**.

Why This Matters: When recruitment processes are **accessible, intentional, and human, talent doesn't just show up — it shines**.

Accessibility. Dignity. Equal Opportunity.

Human Rights in Practice

December reminded us that **human rights matter only when practiced daily**.

1: Inclusion Is a Right

On the International Day of Persons with Disabilities (3rd Dec) and Human Rights Day (10th Dec), we reaffirmed that **inclusion is not a favour — it is a right**.



At WinVinaya Foundation, **50% of our team are persons with disabilities**, reflecting what true belonging looks like.

2: Inclusion Must Be Co-Created

At the Inclusive Workplace Accessibility Workshop hosted by **Tech Mahindra Foundation**, our message was clear:

Inclusive design must be built with persons with disabilities — nothing about us, without us.



When lived experience guides design, accessibility becomes independence, not compliance.

3: From Policy to Employability

With renewed focus on apprenticeship and the proposed Karnataka 5% inclusion mandate, one truth stands out:

Policy creates direction.

Employability creates impact.

At WinVinaya Foundation, we work at this intersection — supporting candidates to become job-ready, and helping organisations translate policy intent into **practical, inclusive workforce models**.

If your **organization, NGO, CSR team, or HR leadership** is committed to building inclusive workplaces — beyond intent and compliance — we would be glad to partner with you.

We support organizations with:

- Inclusive hiring and placement support
- Job-ready talent with disabilities across roles
- Accessible recruitment processes and interview support

Workplace accessibility and disability awareness programs
Write to us: placement@WinVinayaFoundation.org

Together, let's turn accessibility into action, dignity into culture, and inclusion into lasting impact.

Inclusion in Motion: The Mitra Run at IIM Bangalore

Inclusion came alive during the **Mitra Run at IIM Bangalore**, where participants with and without disabilities moved together in shared purpose.

When WinVinayans participate in such events we could clearly see the energy level spikes and rejuvenated with our folks. It wasn't about speed or distance.

It was about showing up — together.



Opening Doors: Collaboration with Mitra Jyothi

On 4th December, six candidates with visual impairment walked into WinVinaya – not seeking sympathy but seeking possibility.



We listened. We assessed real-world skills.

And more importantly, we nurtured confidence.

The shift was visible – from waiting for opportunity to preparing to claim it.

At WinVinaya Foundation, we don't just assess skills.

We build belief.

If you or someone you know has the skills and the drive to grow, reach out to us at:

sourcing@WinVinayaFoundation.org

Looking Ahead

As the year draws to a close, we thank every partner, supporter, employer, and candidate who walked this journey with us.

This year reinforced a simple truth:

When access and dignity are ensured, people thrive. As we step

into the new year, we look forward to deeper collaboration and greater impact — continuing to enable inclusive futures, **one skill, one opportunity, and one life at a time**.

Warm wishes for an **Inspiring and Empowering 2026**.

— Team WinVinaya Foundation

Connect with us: info@WinVinayaFoundation.org



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