

DARE TO DREAM

The official newsletter of WinVinaya Foundation



STORIES OF GROWTH, INCLUSION & POSSIBILITY

Some months move quietly. November moved with purpose. It reminded us that when the right people come together with clarity and compassion, meaningful progress follows.

A Partnership to Accelerate Impact – KaaryaVikas Launch

This month, we began a purposeful partnership with **DSV Charitable Trust** to accelerate our work through the **KaaryaVikas Employability Program**.



KaaryaVikas is designed for **graduates with disabilities and women from underserved communities**, with a clear focus on:

- Building employability skills
- Strengthening confidence and workplace readiness
- Offering career guidance and placement assistance
- Enabling dignified, sustainable livelihoods

This collaboration strengthens our mission to ensure that **no capable person is left behind** – and helps us take this promise to many more learners.

Children's Day at WinVinaya – A Day of Books, Butterflies & Belonging

This Children's Day didn't have tiny schoolbags or superhero decorations. Instead, it held something far more precious – **the childlike spark that still lives inside each of us.**



The day began with a beautiful **"Book Wave"** session led by Parmeeth, a former WinVinaya learner. Through expressive signing and gentle storytelling, he shared metaphors of rivers that keep flowing, caterpillars that transform in their own time, and trees that stay rooted yet keep growing upwards.

Each image felt like a reflection of our learners' journeys – overcoming, adapting, and moving forward.

Then came dance circles, dictionary games, and playful acting challenges. Laughter filled the room as PwD and non-PwD colleagues played, guessed, acted, and simply enjoyed being together.

It wasn't just a celebration.

It was **inclusion at its most joyful, human level** – where everyone could be seen, heard, and free to simply be.

Through an Intern's Eyes - Madhulika's Children's Day Blog

During the Children's Day celebrations, we were joined by **Madhulika**, an intern from Christ University, who spent time observing, interacting, and absorbing the energy of the day.



Her blog offers a fresh, outside-in perspective on:

- What it feels like to step into a Deaf-inclusive space,
- How communication, play, and accessibility come together, and
- How joy can be a powerful tool for healing and belonging.

She writes not just about an event, but about a culture of inclusion in motion. Read her full reflection here: <https://winvinayafoundation.org/blog/Madhulika>

Focused Placement Drives — Getting Talent to the Right Roles

This month, we deepened our employer partnerships through focused placement drives, especially with Sutherland and Tata Elxsi.

Instead of a generic approach, these drives are intentionally designed to improve the hit rate by aligning closely with each organisation's expectations.

Across both drives, we:

- Understood role requirements and workplace realities
- Mapped the right set of candidates to the right jobs
- Supported candidates in preparation and interview readiness
- Enabled accessible interviews through sign language interpretation and, for Deaf candidates, chat-based interactions
- Coordinated communication and follow-ups, and now wait for final outcomes

At Sutherland, 19 candidates were shortlisted for Customer Support roles across locations, including Deaf candidates, candidates with locomotor disabilities, and one



At Tata Elxsi, 13 candidates interviewed (onsite and virtual), with panels appreciating their skills, adaptability, and the use of assistive technologies such as voice-to-text tools.

These drives reaffirm what we see every day:

When recruitment processes become accessible, talent doesn't just show up – it shines.

Zoho Skills in Action: From Workflows to Jobs

This month, WinVinaya Foundation was invited to a Zoho webinar for nonprofits on "Nonprofit ZUG: How Technology Can Accelerate Inclusion and Access for All."



Shiva shared how we use

Zoho tools to run our operations more efficiently – from:

- Generating donor reports in Zoho Books, to
- Building applications like Job Habba in Zoho Creator to manage jobs and opportunities.
- The most powerful moment came from Rajat, our Deaf team member, who demonstrated live how he:
- Creates donor receipts and reports in minutes using Zoho Books
- Tags different donors accurately without double-tagging
- Generates donation acknowledgements quickly so donors receive timely, clear communication

It was more than a software demo. It was a proof of what's possible when tools are accessible and people are trusted.

Beyond our internal use, we also train persons with disabilities and women in Zoho tools, enabling them to:

- Manage finance workflows,
- Handle project operations, and
- Build digital systems confidently in their workplaces.

At WinVinaya, technology isn't just about automation.

It is a bridge to skill, opportunity, and dignity.

A Call to Inclusive Companies — Let's Build This Together

If your organisation is committed to:

- Building inclusive teams,
- Hiring skilled talent from diverse backgrounds, or
- Meaningfully participating in India's inclusion journey, we would be happy to partner with you.

We bring:

A pool of trained candidates (tech, support, analytics, finance, operations & more)

- Deep understanding of your job roles and expectations
- Structured pre-interview preparation and mock interviews
- Interpreter support and accessible interview formats
- End-to-end coordination until closure

You bring opportunities and open doors. Together, we create long-term, measurable impact.

Write to us at: info@winvinayafoundation.org



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