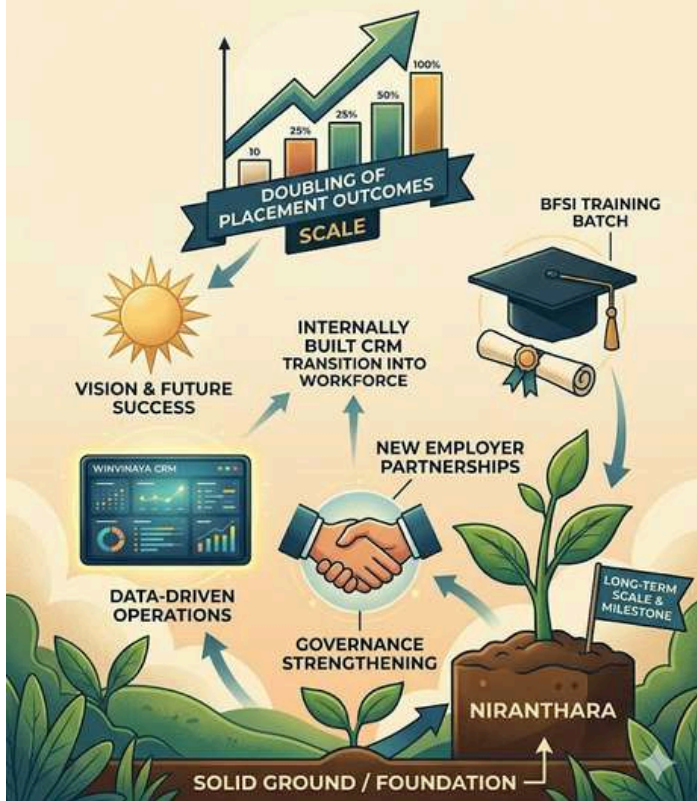


DARE TO DREAM

The official newsletter of WinVinaya Foundation

WINVINAYA'S JOURNEY TO IMPACT: KEY MILESTONES



BUILDING THE FOUNDATION FOR THE NEXT DECADE

Where Purpose Meets Preparation

April was a month of roots, reach and a shift in ambition.

As we step into this financial year, we are not just focusing on immediate outcomes. We are beginning to dream and design for the next 10 years of WinVinaya.

“Inclusion cannot remain incremental. It must become inevitable.”

This month reflects that transition — where we are strengthening our internal ecosystem, expanding employer pathways, and building the capacity required to grow 10x over the next decade.

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- Governance & Advisory Strengthened
- WinVinaya CRM — Built from Within
- Placement Outcomes — Speed, Readiness, and Breaking Mindset
- New Employer Partnerships
- BFSI Training Batch
- Doubling Placement Outcomes



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SELECTED FOR NIRANTHARA — DHWANI FOUNDATION

WinVinaya has been selected for the Niranthara capacity-building programme after a rigorous process of documentation and interviews.

WHY THIS MATTERS

- Deep investment of time from leadership, board, and core team
- Strengthening systems, processes, and structure
- Building capacity for long-term scale

“Great impact is not accidental.

It is built — deliberately.”

GOVERNANCE & INSTITUTIONAL STRENGTH

Building the Backbone for the Next Decade

Leadership & Advisory: Vijay Kirpalani (Trustee) — bridging technology, education, and purpose-led leadership

Advisory Board:

- Anand Vissa — 40+ years building people-first organisations
- Gopal Garg — ecosystem builder connecting communities and opportunities
- Sashi Rajamani — impact investor driving inclusion at scale
- Shantha Maheswari — global CxO leader with 30+ years of impact

Strengthening Financial Stewardship: A dedicated Accounts Executive ensures stronger compliance, discipline, and sustainability

Expanding Placement Outreach: A Placement Outreach Lead is now focused on connecting with diverse industries

“If the world of work is changing, inclusion must expand with it.”

BUILDING SYSTEMS THAT SCALE

As we grew, our processes became fragmented across tools.

Effort was duplicated. Visibility was limited.

And most importantly — good work was not always seen.



Vijay Kirpalani



Anand Vissa



Gopal Garg



Sashi Rajamani



Shantha

THE TURNING POINT

From this frustration came a decision:
Build a system that makes every effort visible.



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THE WINVINAYA CRM

Built by our own internal IT team, who volunteered to solve this challenge.

“This is not just a tool.

It is a reflection of how we value our people.”

WHAT THIS ENABLES

- One unified view of the candidate journey
- Reduced duplication
- Transparency across teams
- Stronger accountability

HUMAN IMPACT

“When effort is seen, the team is seen.

And when the team is seen, they feel valued.”

EXPANDING PATHWAYS TO EMPLOYMENT

Speed, Readiness, and Breaking Mindset

In April, 12 candidates were placed, but the number alone does not capture the significance.

A requirement came in for a non-voice role. Within 2 days, we identified, prepared, and placed a large group of deaf candidates.

“What is often seen as a limitation became a demonstration of readiness.”

In a hiring landscape where doubts persist around communication and English proficiency, this outcome challenges a key assumption:

With the right preparation, ability speaks louder than barriers.

HIGHLIGHT: WHAT MADE THIS POSSIBLE

- Role-specific training aligned to job requirements
- Focused mock interviews and feedback
- Employer sensitisation
- Strong candidate confidence built over time



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DEEPENING EMPLOYER RELATIONSHIPS



New Collaborations That Open Real Doors

New partnerships initiated with:

- A Global Workforce Management Leader
- A Disability-First BPO and Data Services Organisation
- Through Samarthanam's collaboration, we connected with Global Customer Experience Organisation

“Every employer conversation is not just a discussion.

It is the beginning of an opportunity pipeline.”

These are the early stages of long-term, structured hiring pathways.

SKILLING FOR THE FUTURE



A New BFSI Batch Takes Shape

A new BFSI training batch was launched with 11 candidates with Hearing & Speech Impairment.

“Skill is not just about learning.

It is about preparing for where the world is going.”

Offline learning environments continue to play a critical role in building confidence, clarity, and community.

A CLEAR GOAL FOR THE NEXT PHASE

Current placement rate: ~45%

Our next goal: Double our placement outcomes

HOW WE WILL GET THERE

- Expand into new and emerging sectors
- Deepen employer partnerships
- Strengthen candidate-role alignment
- Build focused placement outreach

“Scale is not about doing more.

It is about doing better — consistently.”

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LET'S BUILD THIS TOGETHER

For Recruiters

- Access job-ready, pre-assessed candidates
- Build inclusive, future-ready teams

For Funders

- Enable systems that create long-term impact
- Be part of building inclusion at scale

**“Every system we build, every partnership we create — is in service of one vision:
No person with a disability left behind.”**



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