



KEEP UP!

WVF UTSAV!

We are on a Mission to sensitize the young ambassadors of tomorrow on Disability and how they can march towards inclusion starting today! Read on to know more!

INCREASE YOUR D&I QUOTIENT

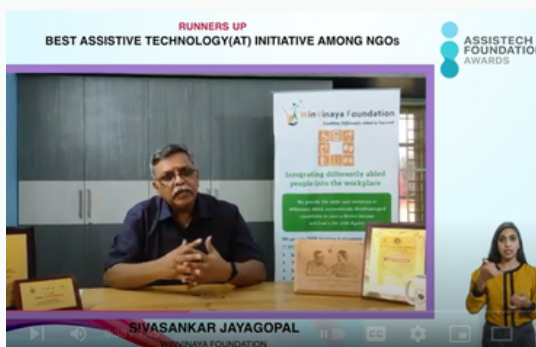
Corporates who wants to work with PwD candidates but don't have the infrastructure or resources to do it, can outsource their projects to WinVinaya which will be executed by an inclusive team! If you'd like to know more, feel free to reach out to us! Pg. 02

NEW PROJECTS & PARTNERSHIP

We have been conducting Indian Sign Language orientation classes for Zensar Tehnologies ltd and the response has been overwhelming. Read on to know more. Pg.02

WINVINAYA UTSAV!

WinVinaya's 11th Utsav event "Celebrating Abilities 2.0!" was an amazing and impactful event conducted on 28th of this month. We moved on to educate and spread awareness on Disability, Diversity and Inclusion to progressive, mainstream schools & colleges about PwDs, and celebrate their abilities. 34 grade 12 students from "School of India", Bangalore, were a part of it and were made aware of the various disabilities and the right way to address them. They also learned the basics of sign language! Head out to the link to know more! (<https://winvinayafoundation.org/winvinaya-utsav-jan-2022/>)



GRATITUDE!

WinVinaya was honored with the Runner-up award by ATF Labs for Innovation under the category, 'Best Assistive Technology (AT) initiative' among NGOs in recognition of 'WinVinaya Academy-India's First Digital Learning Academy designed for Persons with Disabilities where courses are available in Indian Sign Language and also in Simple English.' We are very grateful for all your blessings and support and will continue on our mission in enabling an inclusive society, with more energy!

Check out the link to know more: https://youtu.be/iDjITDCiO_A



WINVINAYA 2022

- Extending to other disability categories: From catering to candidates from 10 disabilities, we plan to extend our services to 15 disabilities which could include (Thalassemia, Acid-attack victims, Sickle cell, Hemophilia, Multiple sclerosis, Muscular dystrophy) along with LGBTQ+ community. We look forward to joining hands with other NGOs to amplify the impact! Even if you work in a corporate, if you know NGOs who cater to these beneficiaries, kindly connect us to them. Our target – 1,000 beneficiaries by the end of the year. Together we can!
- Building an inclusive tomorrow: This year, we plan to do Disability Awareness Orientation and Introduction to Indian Sign Language sessions for students of progressive, mainstream schools & colleges. This will make future leaders become ambassadors of change in enabling an inclusive society. Need your help! Talk to your school, college and connect us through email. Our target - – 1,000 participants
- Indian Sign Language Orientation: We are conducting Indian Sign Language orientation sessions with participants from Zensar Technologies and it has been an amazing experience! Few participants were overwhelmed - in this time and age where we are so limited in expressing ourselves through words and emojis, how they got to express themselves through body language and signs! It has not just helped them to learn basics of Indian Sign Language but also step into the shoes of persons from the deaf community! Head out to the link to know more: <https://winvinayafoundation.org/actions-speak-louder-than-words> If you're a corporate, looking to learn the basics of sign language, please reach out to us and we'll be glad to help!
- Increase your D&I Quotient: Leaders, if your company is planning to increase Diversity and Inclusion quotient but do not have the right infrastructure or resources at the moment you can outsource your projects to WinVinaya and increase your supplier diversity quotient! Do send an email to us and we will be happy to connect with you.
- WinVinaya Academy: We are expanding our courses. JavaScript course in Indian Sign Language was rolled out on WinVinaya Academy. We are also working on creating a course on Software Testing and its contents will be available soon!
- Investing for greater impact: A short-term course on English communication from Chippersage is going on for 4 of our WVF associates. As a part of it, they did a presentation on various topics close to their heart. It was amazing not only to see how they've progressed but also to know so much about each one of them! Investing in furthering the skills of our team creates a multiplier effect.

BLOG!

"Be a rainbow in somebody else's cloud"

Few days back, on India's Republic day, we had a zoom call with some of WinVinaya's Alumni who are working in a Fortune 100 company. They are persons across various disabilities. It was great catching up with them to learn about their progress in life, work place and more. It made us reminisce about the initial discussions we had with the MNC few years back, which transformed their lives.

Please read the blog post (<https://medium.com/@shivaj.ayagopal/be-a-rainbow-in-somebody-elses-cloud-3fba2ce8e809>). Let us know what you think.



DONATE!

Now you can impact lives just like we do right where you are! Rs. 25k will help us train a candidate in Niche. Industry Ready skills like Software Development/ Core Banking. Your contribution will make a huge difference in the life of a candidate. Don't wait, head out to donate!
winvinayafoundation.org/donate/



LIFE IS BEAUTIFUL!!

Recently few of WinVinaya's employees moved on due to various reasons (bigger company, better salary, greater opportunity, different role). They worked with us for 3+ years.

Anusha, Veeresh, and Vaishnavi who are persons with diverse disabilities joined WinVinaya as trainees. Looking at their sincerity, dedication and their interest, we took them into WinVinaya as employees. They were very raw, shy, timid but very sincere, determined, and ready to learn, unlearn and relearn things. They played many roles in WinVinaya - as software testers, web developers, content creators, and trainers to other PwD candidates. They learned new skills including Java, Power BI, and more.

All of them added great value to WinVinaya and continue to maintain a good relationship with us.

If we search in google on why people quit, the key reasons seem to be bad managers, feeling underappreciated or overworked and so on. But when our employees announced their decision to move on, we observed gratitude and confidence. Some had tears too.

One person said this as the reason for moving on - "I have learned a lot from WinVinaya and gained more confidence in myself. Now I want to move on, spread my knowledge and awareness of WinVinaya to others too."

After our discussions with them, here are the top 3 reasons why people seem to move out of WinVinaya –

- 1.They worked on projects which we got from customers and delivered with quality and schedule. They gained knowledge, experience and confidence and are ready to explore the new world.
- 2.They were mentored by leaders of WinVinaya, who had decades of corporate experience. This strengthened their wings to fly.
- 3.Inclusive companies recruited them as lateral hires due to their experience and skills and increased their D&I quotient.

Do you know what the name WinVinaya means? In Sanskrit, Vinaya means Knowledge. We believe that using our knowledge, we should make people Win.

We are extremely thrilled and happy, when our employees are ready to move onto bigger adventures in life. Will we miss them? 100%, we will miss them as employees. But then, we are confident, they will now play the role of volunteers and pay it forward to other trainees of WinVinaya.

In 2022, one of the areas we want to focus on, is to get projects from companies and execute it successfully through our associates. This will improve the D&I quotient of the company, even for companies who may NOT be ready to take employees of certain disabilities.

If you have contacts in companies, connect them to us by sending an email. Life is beautiful! Isn't it?

KNOW THEM!



ANUSHA



VAISHNAVI



VEERESH

“

*...I saw a lot of compassion, empathy, and love all around me at WinVinaya Foundation which I too was able to absorb.
- Vaishnavi*

*...WinVinaya is like a family to me. Thank you all for your valuable support.
- Veeresh*