

# DARE TO DREAM

## MONTHLY NEWSLETTER



### NOURISH THE GROWING MINDS!

#### ACTIVITIES AT WINVINAYA

Disability Orientation in an Experiential Way, New Training, An Inclusive Trip, Showcasing Strengths of our Candidates and more...

#### PLACEMENT AT WINVINAYA

Many companies are focusing on increasing their disability diversity coverage by recruiting persons across disabilities including Persons with Neurodiversity...

#### TRAINING AT WINVINAYA

We started new training batches for Persons with Visual Impairment, Hearing and Speech Impairment and Neurodiversity, Also, enhanced our training...

#### Showcasing Strengths!

Industry's leading companies look for candidates who have grit, determination, perseverance which will help them succeed in this complex and dynamic world. Many times, the resume does not highlight these strengths.

At WinVinaya, we decided to create a Portfolio for each candidate which will showcase their skills, strengths and accomplishments. We are hopeful that this will help the recruiters understand our candidates.

#### I am a Fitness Enthusiast

I am very enthusiastic to run. I have completed 6 Marathons in Bengaluru. I secured the Second Position in SBI Green Marathon (10 K).



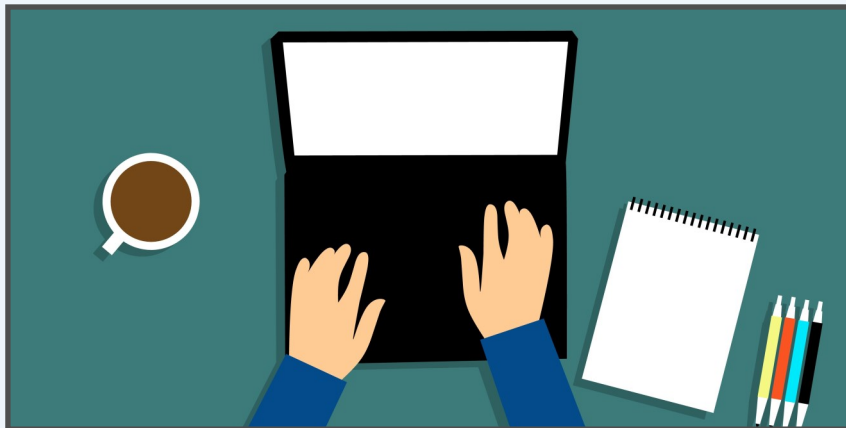
#### Disability Orientation in an Experiential Way!

How does a Person with Visual Impairment use computers or smart phones? How does a person with Intellectual Disability do bookkeeping in ZohoBooks? Is it easy to communicate with a person who knows only sign language? When stakeholders from Corporates visit us, they get to see all this in action and also how people across disabilities and people without disabilities interact with each other. You need to see it to believe it.

This month, leaders from a Fortune 100 company visited us and interacted with the candidates. It was a win-win situation – on one hand, the candidates were thrilled and on the other, the leaders went back with a better understanding on the capabilities of the Persons with Disabilities, which further increased confidence to hire them.

If you want to visit us and get the experiential disability orientation, please contact us at [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)





## TRAINING AT WINVINAYA!

We have targeted to triple our impact this year by training 300+ candidates. With this goal in mind, we started a hybrid mode of training for all our training batches. Currently, we have about 30 candidates enrolled in our in-house training. Moreover, a new training batch was also initiated for 5 Candidates with Neurodiversity and 9 Candidates with Hearing and Speech Impairment

In the wake of enhancements and development at WinVinaya, we have also started our Accessibility Testing for 8 Candidates with Visual Impairment. We also enhanced our training and are now training all our Arts & Commerce Candidates in Financial Accounting, Core Banking (KYC, AML), MS Excel, MS Word, PowerPoint and Power BI. We plan to add training batches every month.

If there are candidates who could benefit through this free training and placement assistance, please ask them to register [here](#).

## PLACEMENTS AND COLLABORATIONS!

3 deaf candidates are placed in one of the Fortune 500 companies this month. 21 more deaf candidates have been shortlisted for 2 Fortune 500 companies and have started with the on boarding process.

After patiently waiting for so long, it is good to see so many deaf candidates getting a chance in the companies and we are hopeful that more companies will get inspired to open their doors for the deaf candidates. Apart from that, 12 of our non-deaf candidates have also been shortlisted for one top MNC and will join office from next month onwards.

## BLOGS!

Inclusive Trip to Kodaikanal!

We went for a weekend trip to Kodai. Persons with Visual Impairment, Hearing Impairment, Locomotor Disability, Persons without Disabilities all had loads of fun trekking, enjoying in the waterfalls, dancing, singing, playing and more. Sometimes, due to daily chores we don't focus on our innocent inner child. This trip brought out the kid in all of us. The cold and misty clouds, the beautiful nature, company of close friends made it even more enjoyable. Read the full story [here](#).

## GALLERY!



## VOLUNTEER WITH US!

With so many companies creating opportunities for Persons across Disabilities, WinVinaya is also aiming higher with a larger target this year.

We encourage passionate individuals and change makers to partner with us to make this world more inclusive.

If you a change maker and are interested to enable a life with dignity for Persons with Disabilities, please register yourself as a [volunteer](#).

## DONATION!

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/ Software Testing/ Core Banking, Financial Accounting and more. Your contribution will make a huge difference in the life of a candidate.

Don't wait, head out to [donate!](#)



## HUMANS OF WINVINAYA!



Do you have a social media account? Do you share any content there? Have you ever wondered if your content is accessible to Persons with Disabilities? If you have observed, there is an option called 'add alt text' next to your posts. Have you ever tried adding that for Persons with Visual Impairment? These are small practices that can make a significant impact in the society. In Dare to Dream: August Edition, we thought of lending a shoutout to our wonderful associates for their continuous effort and hard work towards creating awareness on these little things and enabling the lives of the Persons with Disabilities. We are a family of about 40 individuals, working every day to create awareness about the lives of the Persons with Disabilities among our friends, families, and other acquaintances.

One of the most recent inclusive practices at WinVinaya was an inclusive trip to Kodaikanal. It was a fun adventurous trip and for a lot of our associates it was their first inclusive trip. In this trip, we had persons with hearing and speech impairment, persons with locomotor disability, persons with visual impairment and few others without disabilities. We also had families of our associates join this trip where they learned a lot about inclusivity. We danced with our deaf friend, went for a trekking with our visual impaired friends and included our friend with Locomotor Disability. For a few of them, it was their first ever trekking experience and the level of excitement they had was just on another level. Here are a few quotes that they had shared about their experience-

"It was my first trip without my family and surprisingly, I did not really miss them much because I felt so included in the trip. It was as if they were my family. My favourite part of the trip was the trekking to the waterfall. It was for the first time I ever stepped into a waterfall and took a bath there. I was very nervous and really scared at first, I won't lie! The rocks were slippery, there were thorns. And the water was freezing cold. But soon I heard the giggles and laughter from my other friends and just like that, my fear was gone. Before I realised, I was dipping inside the waterfall, having the moment of my life. It was memorable!"  
- From a Friend with Visual Impairment

"It was a wonderful experience. I went everywhere, even to a 4:30 am trekking with everyone to enjoy the Sunrise. Maybe because I was really excited, I was faster than usual that day. The stones and pebbles did not bother me much, maybe because I was confident and determined to do it on my own. One of my sighted friends was trekking beside me to guide me along the road and I made that poor girl run. We all laughed a lot about it later."  
- From a Friend with Visual Impairment

"WinVinaya goes to any extent to make things inclusive. I'll tell you why. I am a person with Locomotor Disability and trekking for longer and steeper roads are a little difficult for me. But only because I wanted to go and showed my interest, WinVinaya arranged for a vehicle and even changed their entire plan. I could see the beautiful Sunrise in the morning and in the afternoon, I could take a bath in a waterfall. I even got to trek for a little while, for the first time in my life. It was so super thrilling and exciting and I will never forget this first trekking experience of my life."  
- From a Friend with Locomotor Disability

Similarly, one of our associates, a Person without Disabilities also have shared their thoughts and learning from this trip-

"It was my first time experiencing an inclusive trip – before this trip I was not fully aware of the meaning of an inclusive trip. But, when we changed the trekking spot for only one person out of 45, and arranged a vehicle for one person, because we believe no one should be left behind, I understood the true meaning of inclusion. Seeing one of our colleagues who is a deaf person dancing with the rhythm without hearing the music, seeing another one who is visually impaired running towards the Sunrise, seeing the pleasant face of another colleague who is a person with locomotor disability trekking for the first time in her life gave me immense joy and pleasure."  
- From one of our Associates

For most of us, WinVinaya Foundation was our first proper exposure to persons across disabilities. We had to learn a lot and unlearn even more to be truly inclusive. Learning is easy. One can observe, read and practice to learn a new skill or concept. But to unlearn something that we have been practicing for most of our existence is a bigger challenge. Here's to our wonderful associates who have successfully unlearned all their pre-existing beliefs and attitude towards Persons with Disabilities, went that extra mile to learn new things and truly are contributing towards an inclusive society. We hope this will inspire our readers and well-wishers to notice the trivial things and work towards an inclusive society.