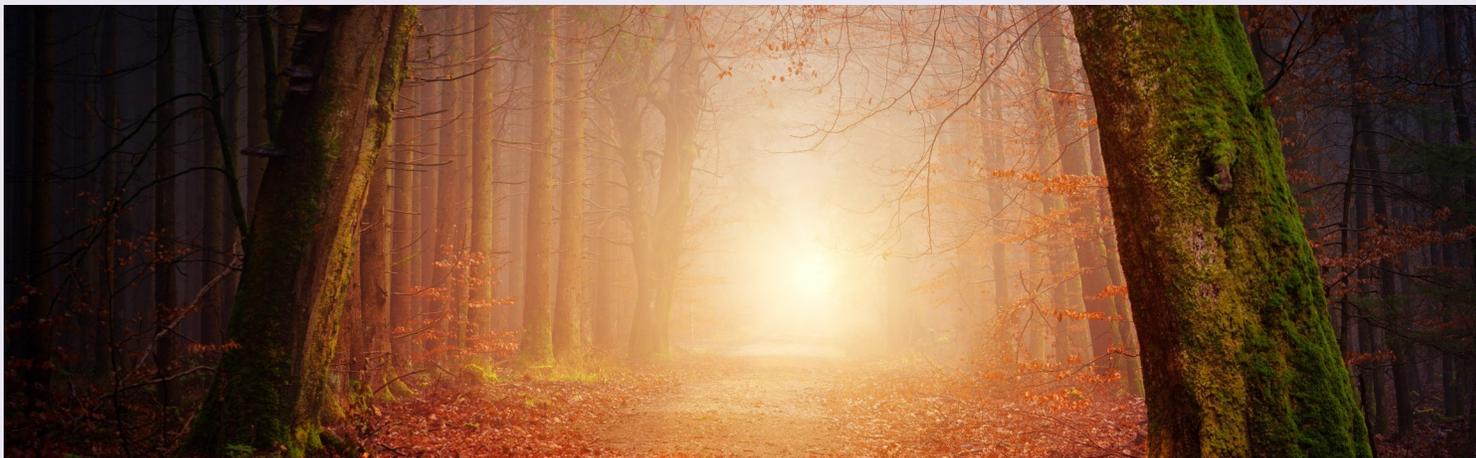


# DARE TO DREAM MONTHLY NEWSLETTER



## NOURISH THE GROWING MINDS!

### INTERNATIONAL DAY OF PERSONS WITH DISABILITIES!

On December 3, WinVinaya celebrated International day of Persons with Disabilities at the playground of “Achieve & Cherish”, where our candidates and associates (persons with and without disabilities) organized dance performance, mime and flash mob to sensitize the society about the abilities and achievements of persons with disabilities.

Our alumni eagerly participated in the event, shared their experience, difficulties and strategies they used to achieve their dream career. It helped the fresh candidates in regaining their confidence and to work hard for their better future.

We had lot fun games and activities for the audience (blind folding and walking with a cane, basics of sign language) across all ages.

Everyone enjoyed it a lot and shared their experience of visualizing the talents of persons with disabilities. And last but not the least, how can it be a celebration without a happy tummy? We all had a yummy meal and ended the celebration with a ‘sweet’ memory.



### AN INCLUSIVE WALKATHON

11 of us from WinVinaya participated in 5 KM inclusive walkathon conducted by Eka School in IIM Bengaluru. It was a very special experience as we could see many persons with disabilities, their parents, teachers, friends like us who participated in the run. It was a great opportunity to meet many inspirational and motivated people around us. It was a kick off for many of us, who completed their first 5km walkathon!



### PLACEMENT AT WINVINAYA!

This month, 5 of our neurodiverse candidates and 5 neurotypical candidates received their offer letters and started their career with a Fortune 500 Company. 2 of the alumni were promoted from paid interns to full time employees and 2 others joined as paid interns in an inclusive company. We are happy to see a rise in the number of inclusive companies approaching us and hiring our candidates and we are also looking forward to more such companies.

If you are interested in being inclusive, supporting a greater cause and increasing your D&I quotient, please contact us at [placement@WinVinayaFoundation.org](mailto:placement@WinVinayaFoundation.org).

## VOLUNTEERING FROM WELLS FARGO

9 volunteers from Wells Fargo visited WinVinaya and did a 1 day volunteering program for the candidates. The session started with a disability sensitization session conducted by Akila. Gayathri, one of our employees with Hearing and Speech Impairment introduced them to the basics of Indian Sign Language. Our employees across disabilities - Yogitha, Sai Prasad, Rathna, and Nagarathna interacted and shared their experience with them. We played inclusive games with the volunteers. Post this, Wells Fargo volunteers conducted mock interview sessions for 21 candidates across disabilities. The volunteers were happy to be a part of this and at the same time, the candidates got to experience how corporates conduct interviews. Feedback and suggestions for improvement from the volunteers which will help the candidates prepare better for the real interviews. The volunteers had lunch along with us and then left. At WinVinaya, we believe that it should always be a Win-Win relationship – even when the corporate volunteers come to add value to our candidates, we add value by conducting experiential disability sensitization to them.



## COLLABORATING TO AMPLIFY SOCIAL IMPACT

This month, WinVinaya associates conducted external mock interviews for Mitra Jyothi, an NGO which works for persons with visual impairment. We conducted Mock Interviews for 27 candidates, provided constructive feedback along with tips and tricks to create impactful resumes and ace interviews. If you want us to help you with capacity building initiatives, conducting mock interviews or workshops in your organization, please reach out to [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)

## DISABILITY AWARENESS ORIENTATION AND INTRODUCTION TO INDIAN SIGN LANGUAGE (DAO IISL) PROGRAM!

*"A candle loses nothing by lighting another candle"-said Father James Keller.* At WinVinaya we impart the knowledge and experience we gained by working with different persons with disabilities. In the month of December, we conducted our DAO IISL Program for 5 inclusive organizations and we hope to conduct many more in the future. If you want to be a part of the experience and get the experiential disability orientation, please contact us at [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)

With so many companies creating opportunities for Persons across Disabilities, we encourage passionate individuals and change-makers who want to enable Persons with Disabilities to lead a life with dignity. To register as a volunteer with us. Visit our [WinVinaya Website](http://WinVinayaWebsite.com) for more.

## BLOG: MY SIGN LANGUAGE LEARNING VOYAGE

“ In this month’s blog, Menaga, one of our employees, beautifully shared her experience as a trainer for people with hearing and speech impairment. Read the full story on [‘My Sign Language Learning Voyage’](#) to understand her journey and how she motivated her students in achieving their goals.

## 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.

Rs 4k will take care of food expenses for a day. Your contribution will make an enormous difference in the life of a candidate. Don't wait, head out to [donate!](#)

## SOURCING, TRAINING

### & CERTIFICATE DISTRIBUTION!

We are happy to inform that this month we have started new training batches for 30 candidates which include persons with hearing and speech impairment, and locomotor disability for Software Testing and Core Banking/ Financial Accounting skills.

13 candidates from WinVinaya completed their training of which 7 of them were persons with visual impairment and 6 were persons with Locomotor disability. If there are candidates who could benefit from the free training and placement assistance, please ask them to register at <https://tinyurl.com/wvf-CReg>

## HUMANS OF WINVINAYA!



**Yogitha A R**

In this month’s Humans of WinVinaya we introduce you to a very passionate, talkative, hard working enthusiast who is a great fan of chocolates and likes to dress up.

Yogitha is an Accessibility tester at WinVinaya Foundation. She was born with visual impairment. She did her schooling in a Kannada medium school, but found it difficult to learn through Kannada Braille. During the later years of schooling, she learned braille in English and that helped her a lot in her academics as well as in her career. She learned screen reader when she was in 8<sup>th</sup> standard.

During her Diploma, her class had Deaf Blind students as well. That is when she understood that there are many different ways of interacting with persons with diverse disabilities. She is a very motivated and a hardworking person who doesn't like to waste her time without learning new things. Though, her parents asked her to look for a

government job, she doesn't want to be in the comfort zone and would like to grab new opportunities awaiting her.

That’s when she joined WinVinaya 8 months back, as an intern. At WinVinaya she learned many things including Accessibility testing, got Trusted Tester Certification from the US Government. Her contributions are not only restricted to testing accessibility but she is also involved in sensitizing small and larger groups of people, companies about the abilities of persons with visual impairment. This is one part of her professional role that is very much aligned to what she really dreams of.

Being a person with visual impairment, she received mostly sympathy and prayers from people rather than getting acceptance and empathy. This triggered her to create videos, and sensitizing people about what persons with visual impairment can do and what accessible work place solutions are required.

There’s a beautiful saying, *“Once you decide on a goal and passionately work towards it, the universe conspires to make it happen”*. With a small dream in her mind, she is now a person who gives awareness to different multinational companies and people around on importance of accessibility, screen reading software like NVDA (Non Visual Desktop Access) and many more. Yogitha, is a true inspiration proof that once you dream for something with hard work and determination you can definitely achieve it.