

DARE TO DREAM

The official newsletter of WinVinaya Foundation



HIGHLIGHTS AT WINVINAYA

TRAINING AT WINVINAYA

Recently, we achieved a significant milestone by successfully training 50 candidates including Persons with Disabilities and resilient women across two states in Financial Accounting/ Software Testing skills. Thanks to TE Connectivity for their partnership. We are excited about the remarkable journeys these candidates are embarking upon. If you are interested in our training and placement assistance for Persons with disabilities/ Women, we invite you to connect with us at Sourcing@WinVinayaFoundation.org. Let us collaborate to create meaningful pathways for everyone.



DISABILITY AWARENESS

ORIENTATION

At WinVinaya, we are redefining learning with our unique approach. Our experiential learning does not just educate – it engages, empowers, and includes individuals with disabilities along with the audience in fun-filled activities. In August, WinVinaya held an inhouse Disability Awareness Orientation (DAO) for CGI.

The event kicked off with an engaging game, highlighting how diverse abilities can equally cherish life's simple joys. The sensitization program delved deep into disabilities, spotlighting visual, hearing, speech, and locomotor impairments through interactive activities. Real-life triumphs demonstrated that with determination and support, individuals can conquer challenges and achieve greatness.

Participants learned sign language basics, underlining the power of inclusive communication. Small gestures can bridge gaps and integrate individuals with disabilities. The orientation also explored corporate best practices for fostering inclusive workspaces.

Kudos to CGI for fostering a diverse and inclusive corporate culture! Let us follow their lead, creating a society that empathizes and uplifts people with disabilities. Together, we can make a remarkable impact.

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DEI - INITIATIVES @ WINVINAYA

We are embracing new challenges, convinced that growth requires pushing beyond the comfort zones. While our main goal is to train and place individuals with disabilities, we are taking outsourced projects from progressive organizations which are executed with quality and speed by an inclusive team. We are also sharing the know-how of recruiting, integrating Persons with Disabilities with the wider community to amplify the social impact.

Accessibility Testing - Presently, we are collaborating with a company, testing their recruitment portal for accessibility to ensure that it is useful for all, including persons with Visual impairments. Our accessibility experts – a combination of individuals with visual impairments and those who are sighted, successfully completed this project.

Document Remediation - We are transforming digital textbooks for a blind school across 6th standard to 10th standard, making them accessible so that they can learn through these books anytime they want. We validated this process with input from someone with visual impairment.

Simultaneously, we are driving an **Accounting Automation initiative** for a CA firm, streamlining processes, reducing errors, saving effort, and achieving results at extreme speed. We are automating invoices, bill creation, generating TDS and GST reports. All this was done by an inclusive team which increases the diversity quotient of the company as well.

Curious about our training. Which companies recruited our candidates for what roles, who are available for recruitment? Many companies inquire about candidates availability, education qualifications, disability categories, and job roles. To meet this need, we've revamped our Power BI dashboard – an interactive tool for transparent data visualization. [Check it out!](#)

At WinVinaya, we value the power of inclusivity in all aspects of life. Some inclusive companies may find themselves uncertain about how to effectively recruit, retain and grow individuals with disabilities. Yet, there are shining examples of companies that have not only succeeded but thrived in recruiting such individuals.

We're thrilled to share that WinVinaya has crafted a comprehensive document. It delves into the hiring model, showcases best practices employed by these inclusive companies, and sheds light on the roles fulfilled by individuals with disabilities within their organizations. [Explore the document](#)



VOLUNTEERING AT WINVINAYA

Ever wondered about working alongside individuals with unique abilities? Our volunteering is all about breaking boundaries, promoting inclusivity, and gaining hands-on insights into their skills and strengths.

Last month, we were honored to host 28 spirited volunteers from Wells Fargo and SoftwareOne. They refined candidates' interview skills through mock sessions.

The mock interview is a learning journey for all. Volunteers shared constructive feedback, nurturing growth, and development. Volunteers became more aware about disabilities, their strengths and skills. Disability awareness in an experiential way. Truly a win-win!

A heartfelt thank you to the volunteers for driving positive change in our community. Together, we weave an impactful tapestry of transformation! Join hands with us and be part of this journey. [Check our website](#) for more details.

HUMANS OF WINVINAYA



Meet Marimuthu, a remarkable individual featured in this edition of Humans of WinVinaya. His passion knows no bounds, finding joy in the tunes of Tamil songs he whistles.

Marimuthu, a dedicated trainer at WinVinaya Foundation, embodies strength and resilience. His journey began in an unfamiliar world of visual impairment, facing challenges while growing up with his grandparents. It was not until the age of 9 that he connected with his own community. School was not easy; Marimuthu was the only one with a disability, struggling to grasp concepts even as basic as Braille.

But life took a turn. In the 5th grade, Marimuthu joined an inclusive school. Here, he delved into Braille and explored various subjects, connecting with a community of visually impaired individuals. Through his hard work and dedication, he became the sole family member to earn a master's degree while living with a disability.

His master's degree marked not an endpoint, but the start of fresh aspirations. Pursuing a computer diploma ignited his passion for learning and working in the field.

Guided by supportive mentors, he joined WinVinaya's Accessibility Testing training program which had some theory and more practical courses.

Marimuthu's determination led him to an even greater role – a WinVinaya trainer. He is empowering visually impaired children by training them in digital skills, to excel in exams, and nurturing their self-reliance.

Marimuthu embodies the spirit of a "go-getter," ceaselessly pursuing dreams. As he aims higher, the unwavering support of the WinVinaya team propels him towards remarkable achievements.

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