

# DARE TO DREAM

The official newsletter of WinVinaya Foundation



## HIGHLIGHTS AT WINVINAYA

### TRAINING AT WINVINAYA

We're thrilled to share that, within a span of seven years, we've achieved a significant milestone of training over 1,000 candidates in niche and industry ready skills including Software Development, Software Testing, Data Visualization, Financial Accounting, Core Banking and more.

Our commitment to supporting individuals with disabilities has also expanded, now encompassing 18 out of the 21 recognized disability categories, up from the initial 15.

In September, we completed the training for 26 candidates with hearing and speech impairment in BFSI and IT courses. The candidates organized a valedictory event, managing all aspects, from hosting to teaching sign language.

Ms. Kalpana Yemme, SDC Talent Acquisition Head at CGI, honored the event, presented course completion certificates.

At WinVinaya, our events always combine enjoyment with learning, and this occasion was no different. To emphasize the beauty of inclusivity, our candidates taught Ms. Kalpana the fundamentals of Sign Language, and she happily signed in Indian Sign Language.

The candidates showcased their diverse talents through a captivating 'Music-less' dance performance and a thought-provoking skit illustrating the unique ways the deaf community communicates. Laughter filled the room as we shared numerous lighthearted moments. Ms. Kalpana, our guest of honor, was deeply impressed by the incredible talents showcased by our candidates.

If you are interested in our training and placement assistance programs do [register here](#).



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## CELEBRATIONS @ WINVINAYA

At WinVinaya, we strongly advocate for the celebration of cultural diversity in the workplace, with a firm commitment to promoting unity and inclusion.

September was indeed a remarkable month at WinVinaya as we celebrated the **International Day of Sign Languages** and observed Deaf Week through a series of engaging activities from the 20th to the 23rd of September. These events were thoughtfully designed to enhance our candidates' knowledge while infusing fun activities and celebrations into the week.

The events included discussing challenges/ solutions for persons with hearing disabilities, technology, and accessibility. We had a fun and inclusive Kahoot quiz and an essay competition.

On September 22nd, we had a knowledge-sharing session with esteemed organizations like NASSCOM Foundation and Allstate. On September 23rd, alumni from prominent companies shared their success stories. We look forward to more events like these in the future.

The collective experiences of the past month have left our candidates with a positive outlook and enhanced confidence as they embark on their interview journeys and professional endeavors. It was a week filled with empowerment, learning, growth, and celebration.

We also expressed our gratitude to our trainers on **Teacher's Day**, creating heartwarming moments as we honored their invaluable guidance and support in our educational journeys.

We hosted an inclusive **Onam celebration** that exemplified these values, where employees, regardless of their abilities, came together to partake in the festivities while preserving the essence of the occasion. The highlight of this event was the cultural performances that showcased our team's exceptional talents, featuring captivating dances performed by employees with hearing impairments and soulful songs sung by those with visual impairments.



## VOLUNTEERING AT WINVINAYA

Volunteering at WinVinaya is a rewarding experience, fostering hands-on disability orientation and meaningful connections. Our events, where corporate groups engage in inclusive activities like painting with individuals with disabilities, mock interviews, and environmental initiatives, create a win-win situation for all.

These events aim to create a positive impact and deeper understanding of working with people with disabilities, offering personal growth and insights. Candidates benefit from mock interviews, gaining valuable exposure and practical experience.

Last month, volunteers from SoftwareOne and CGI joined us, enhancing interaction and engagement with our candidates with hearing and speech impairments. The volunteers conducted career workshops and mock interviews, significantly contributing to our candidates' personal and professional growth.

If you're interested in meaningful volunteering and making a difference, [visit our website](#).

## PLACEMENT AT WINVINAYA

At WinVinaya, we had the privilege of hosting a placement drive in partnership with a Fortune 500 Company. The placement drive broke barriers by embracing skill sets as the primary criteria, rather than limiting candidates based on their graduation year or field of study. This inclusive approach welcomed candidates from diverse educational backgrounds, including B.Sc and B.Tech graduates, as well as those who graduated in 2020.

The interviewers collaborated with interpreters and employed straightforward written English questions to ensure effective communication with deaf candidates. This thoughtful approach guaranteed that all candidates fully understood and responded to the interview questions.

Before diving into the technical or HR interviews, interviewers initiated friendly conversations with candidates. They provided examples to assist candidates in understanding questions, fostering a comfortable and relaxed atmosphere. This approach significantly boosted candidates' confidence, resulting in impressive performances during the interviews.

We extend an open invitation to other inclusive companies to adopt these best practices when selecting persons with disabilities. By embracing talented individuals within their organization, they can become true champions of diversity and inclusion. Connect with us to conduct a focused placement drive for persons with disabilities in your organization—[Placement@WinVinayaFoundation.org](mailto:Placement@WinVinayaFoundation.org)

**E-Mail: [Info@WinVinayaFoundation.org](mailto:Info@WinVinayaFoundation.org)**



## HUMANS OF WINVINAYA

In this month's newsletter, we introduce Kasthuri, a remarkable individual whose story exemplifies the transformative power of compassion and stepping beyond one's comfort zone. She embodies the spirit of a true humanitarian, inspiring us all.

Kasthuri, a dedicated IT trainer at WinVinaya Foundation, comes from a small, loving family with her husband and two daughters. She's always been a compassionate soul, driven to uplift others and create a better society. Her journey at WinVinaya, though, took an unexpected turn, leading to significant personal growth and social impact.

When Kasthuri volunteered at WinVinaya four years ago, her awareness of the Persons with Disabilities (PWD) community was limited to wheelchair users, and she had never interacted directly with this community. This perspective would soon undergo a remarkable transformation.



Kasthuri's role initially focused on training candidates with Locomotor disabilities. However, when the pandemic hit, she faced the unique challenge of teaching candidates with hearing and speech impairments. Initially, she relied on interpreters and felt ill-equipped to teach in sign language. Despite this, she embraced the challenge with determination. Over time, her understanding of the deaf community deepened, and today, she confidently conducts sessions without an interpreter.

Kasthuri's dedication goes beyond her work with PWDs; she's an active environmentalist, contributing to various initiatives for a better planet. Her holistic approach showcases her commitment to both humanity and the environment.

Kasthuri's story serves as a powerful reminder that every one of us possesses the potential for transformation and personal growth. Initially she felt somewhat distant from the PWD community, but over time, her journey led to a profound and meaningful connection. This connection not only brought enrichment to her life but also broadened her perspective of the world.

Kasthuri's journey should inspire us all to take small steps toward making a difference in others' lives. Just as her willingness to step out of her comfort zone led to meaningful change, our acts of compassion and understanding can create a world where barriers are dismantled, and genuine connections are forged. It all starts with that first step, which may lead to a profound impact, just like Kasthuri's.

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