



Win Vinaya Foundation
Enabling An Inclusive Society

ANNUAL REPORT

2021 - 2022



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FOUNDER'S LETTER

**“Abled does not mean enabled. Disabled does not mean less abled”
- Khang Kijarro Nguyen**

Dear Well Wishers,

Over the past year, WinVinaya has achieved several significant milestones. Most notably, we have made a positive impact in the lives of more than 500 Persons with Disabilities and women.

A significant portion of our employability training and digital literacy programs for visually impaired, deaf, and individuals with intellectual disabilities have been conducted online, through our award winning WinVinaya Academy.

It is a source of pride for us that 64% of our workforce comprises Persons with Disabilities. Among our dedicated, skilled and inspiring PWD employees, we have nine individuals, including three who are Hearing and Speech Impaired, five who are Visually Impaired, and one with Locomotor Disability.

Additionally, we take this opportunity to discuss our plans for growth in the years and decades ahead.



Sivasankar Jayagopal
Founder Chairman



**Seethalakshmi Kuppuraj
(aka Akila Sankar)**
Co-Founder

In the past year, WinVinaya has embarked on several important initiatives. Despite the challenges posed by the pandemic, we've continued this journey, which includes the launch of our monthly Newsletter series in January 2021. Through this series, we share news, perspectives, updates, and inspiring stories of role models.

We are delighted to have received the prestigious Guide Star India Transparency Key award, recognizing our financial transparency and accountability. We express our gratitude to our donors for placing their trust in us and for joining us on this remarkable journey.

According to the last census, less than 10% of Persons with Disabilities hold a degree, and a significant 70% come from rural backgrounds. Their expertise in English and Professional skills like Software Coding/ Financial Accounting and such are often lacking, making it challenging for them to secure a decent employment. As a pilot project, we've partnered with four Inclusive Colleges across India. Our aim is to introduce WinVinaya Academy and provide training to teachers in Industry-Ready Skills and Placement Best Practices, ultimately preparing Persons with Disabilities for a brighter future.

We are looking forward to your continued support to enable an inclusive society.



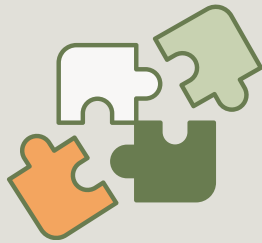


MISSION & VISION

The primary aim of WinVinaya Foundation is to enable Persons with Disabilities (PWD), economically disadvantaged candidates and women with life skills and resources so that they can get a job and lead a life with dignity.

Our core vision is to offer learning opportunities to those who are motivated to acquire knowledge and are determined to overcome the obstacles that life presents to them.





OUR APPROACH

Our approach is to serve as a bridge connecting job seekers with employers, addressing the gaps on both sides, and fostering success for all parties involved.

Our mission extends beyond mere training; we aspire to empower our candidates to earn a decent income and lead a life with dignity. We have successfully placed our candidates in many forward looking MNCs and MSMEs.

Notably, the average monthly salary of our placed PWD candidates is around Rs 25,000, significantly higher than the industry average of Rs 12,000 per month for PWDs.





PROGRAMS & INITIATIVES



GUIDESTAR INDIA NGO TRANSPERENCY AWARD 2021



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We have been awarded the prestigious **GuideStar India Transparency Key award for 2021** after undergoing a rigorous due diligence process.



80G Tax exemption available for Indian Donors

We received the esteemed Guide Star India Transparency Key, acknowledging our commitment to financial transparency and accountability. We express gratitude to our donors for entrusting us and being integral to this incredible journey.

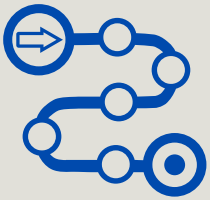


WINVINAYA'S EDU CONNECT PROGRAM

Less than 10% of Persons with Disabilities (PWDs) are graduates, and a significant 70% hail from rural backgrounds, according to the last census. Most of them struggle to get the right job aligned to their education, due to lack of English Communication skills and Industry ready skills.

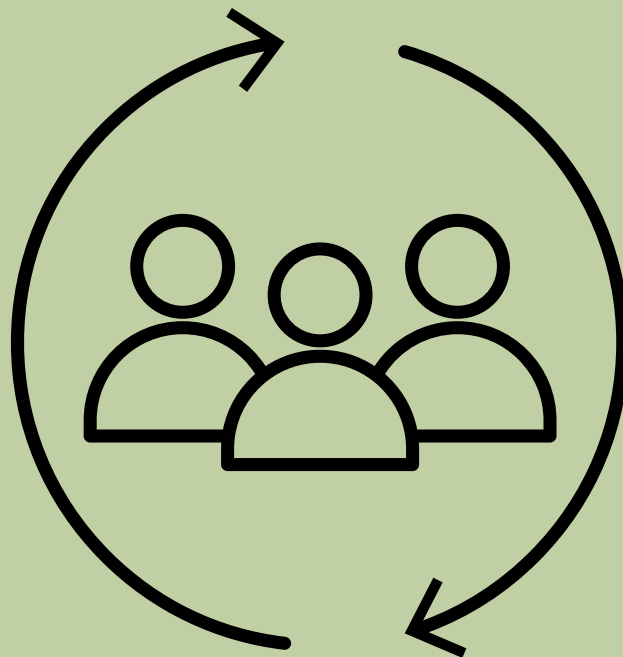
In response to this scenario, WinVinaya initiated a pilot program in collaboration with four Inclusive Colleges across India. The primary objectives were to introduce the WinVinaya Academy and provide training to teachers in Industry-Ready Skills and Placement Best Practices. This strategic partnership was designed to empower Persons with Disabilities, ensuring that they were well-prepared for a promising and bright future.





PROJECT 1INCLUSION

“1Inclusion” served as a comprehensive platform offering a diverse range of Diversity and Inclusion (D&I) services. For its inaugural project, Societe Generale, the 7th largest bank in Europe, joined forces with NISH college and WinVinaya Foundation. The collaborative effort was focused on providing training to students, equipping them with essential employability skills, and facilitating campus placements. This initiative underscored a commitment to fostering inclusivity and enhancing the professional opportunities for students through strategic partnerships and skill development programs.





NEWSLETTER

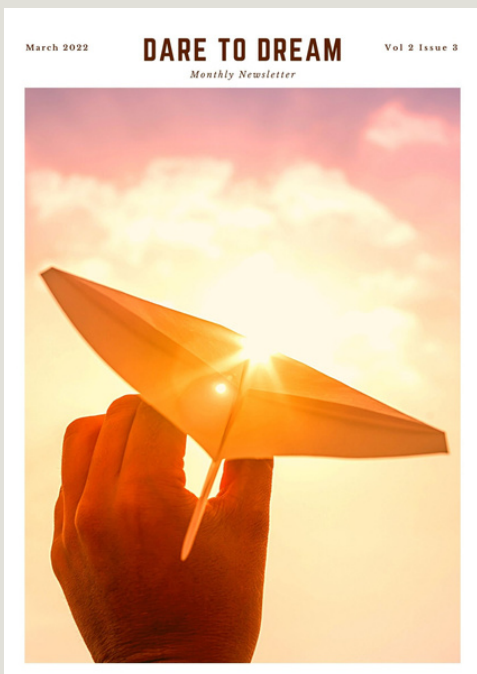


Initiating the monthly newsletter series serves as a dedicated and informative communication platform. It is designed to consistently update stakeholders, comprising donors, partners, beneficiaries, and the broader community, about WinVinaya Foundation's ongoing activities, accomplishments, and its transformative impact on individuals with disabilities.

The newsletter features pivotal news and developments pertaining to WinVinaya Foundation, encompassing updates on training programs, collaborative efforts, events, and notable achievements.

It also spotlights success stories, sharing the remarkable journeys of individuals who have overcome challenges.

The newsletter offers comprehensive recaps and insights from various events, workshops, and seminars organized by WinVinaya Foundation. This includes visual elements such as photographs, participant feedback, and key takeaways, providing readers with an immersive and informative experience.



DARE TO DREAM.....!

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WINVINAYA UTSAV



WinVinaya reached its 5th anniversary, and to mark this milestone, we hosted a year-long celebration called "WinVinaya Utsav," comprising 12 events. The inaugural event, "Get Fit with WinVinaya," kicked off successfully on March 6th, witnessing active participation from 86 individuals. The event was inaugurated by Mr. Prateek Madhav, a marathon runner and the CEO of ATF.

"Get Fit with WinVinaya" not only encouraged participants to cultivate a walking habit over 25 days but also included three disability sensitization sessions held on Saturdays. These sessions aimed at enhancing Diversity and Inclusion (D&I) Quotient, contributing to a more inclusive and aware community.

This celebration reflected WinVinaya's commitment to promoting holistic well-being and fostering an inclusive environment through engaging and impactful initiatives.

GET FIT WITH WINVINAYA



The Get Fit participants together walked 1 Crore+ steps, covering a distance of 8,500+ kms, almost the round trip distance from New Delhi to Moscow! 86 participants were grouped into 7 teams led by a Person with Disability or Woman (Embracing D&I). A Power BI dashboard showed the goal vs actual at the participant, team, program level along with trends. A real-time, interactive dashboard helped teams see progress and compete with each other in a friendly way.

ART IN THE DARK

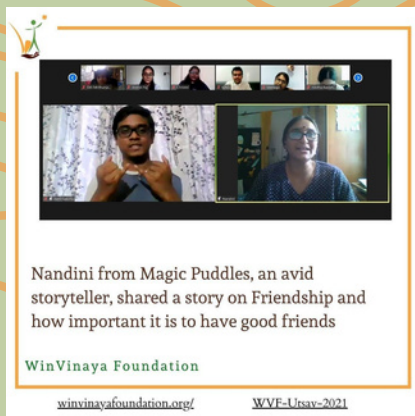
This endeavor was driven by the objective of challenging and overturning the common misconception that individuals with visual impairment cannot create visual art. In a testament to the power of determination and guidance, many enthusiastic participants from Mitra Jyothi (an NGO dedicated to improving the lives of Persons with Visual Impairment), under the guidance of WinVinaya's mentors, defied this prevailing belief. Their creative efforts resulted in the production of remarkable and inspiring works of art, showcasing the untapped potential and artistic capabilities within the visually impaired community. This initiative not only broke down stereotypes but also celebrated the diversity of talents and fostered inclusivity in the realm of visual arts.



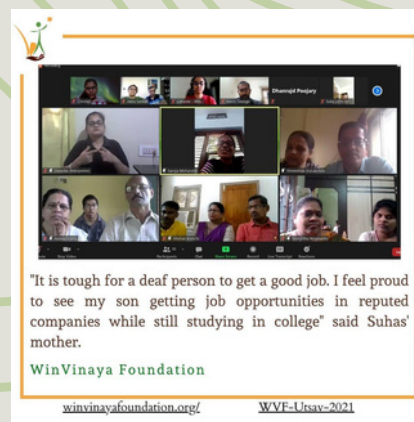


INCLUSIVE STORY TELLING

Individuals both with and without disabilities, representing NISH, Eka Foundation, Magic Puddles, WinVinaya Foundation, and friends, joined forces to perform entertaining and emotionally rich stories. The medium of expression included drama, dance, puppet shows, and storytelling, creating a vibrant and engaging atmosphere. The collaborative event not only provided a platform for creative expression but also facilitated bonding among participants. The evening was a delightful celebration, leaving lasting memories to be cherished by all involved.



INCLUSIVE PARENT'S DAY



WinVinaya dedicated a celebration to honor the unsung heroes in the lives of our candidates – the parents. These remarkable individuals stood by their children, providing unwavering support to help them realize their dreams. The occasion was an incredibly enjoyable and inclusive Parent's Day, filled with heartwarming stories that highlighted the dedication and resilience of these parents. The event also incorporated opportunities for learning something new, creating a meaningful and memorable experience for everyone involved.



TALENTS FESTIVAL

Participants from WinVinaya, TEACH Mumbai, and NISH Kerala came together to showcase their diverse talents in various fields such as photography, dance, painting, humor, paper crafts, presentations, and more. The event provided a platform for individuals with hearing impairment to exhibit their multitude of skills. Witnessing the abundance of talent among these participants was truly inspiring and showcased the richness and diversity within the community. The event not only celebrated their abilities but also emphasized the importance of inclusivity and equal opportunities for individuals with hearing impairment to express themselves creatively.



Anmol Pal, an M.Com graduate and our Alumni student currently pursuing a Diploma in Bharatanatyam performed an amazing dance.

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winvinayafoundation.org/

WVF-Utsav-2021



Pankaj, a student at TEACH showed us how to make beautiful craft work with easy to follow steps through a presentation. Not just the craft work, even his presentation skills were awesome.

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WVF-Utsav-2021



ELOCUTION IN SIGN LANGUAGE

The event aimed to challenge the misconception that individuals who are deaf cannot effectively articulate and communicate their ideas. A total of 12 candidates from WinVinaya and TEACH, Mumbai participated in this initiative, expressing their thoughts on a diverse range of topics. These included overcoming fears, engaging in sports, acquiring new skills, discussing ideas on preventing sexual assault, and more. The participants effectively debunked the myth that deaf individuals cannot "speak" by demonstrating their eloquence in the visual language of sign language. The day was not only filled with impactful learning and insightful discussions but also incorporated an element of enjoyment. Overall, it was a powerful demonstration of the communication abilities and rich perspectives of individuals within the deaf community.





COVID 19 RESOURCES

During the challenging period of the pandemic, obtaining accurate information from reliable sources became paramount. We compiled a comprehensive set of COVID-related resources, including information on the availability of medical resources, helpline numbers, frequently asked questions (FAQs), and more. This centralized collection aimed to provide individuals with easy access to trustworthy information from reputable sources, ensuring they could stay well-informed and make informed decisions during those unprecedented times.



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COVID-19 Resources



WORLD AUTISM DAY

On June 18th each year, World Autism Day was commemorated. In observance of this significant day, we crafted an online quiz with the intention of enhancing people's understanding of the Autistic community. The quiz served as a valuable tool to raise awareness and encouraged individuals to take their initial steps toward fostering inclusivity. By engaging in this interactive quiz, participants had the opportunity to gain insights into the experiences and perspectives of the Autistic community, contributing to a more informed and inclusive society.

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TODAY WE CELEBRATE
Autistic Pride Day
18th June 2021

Understanding and Acceptance
Help raise Autism Awareness

"If you've met one individual with autism, you've met one individual with autism"

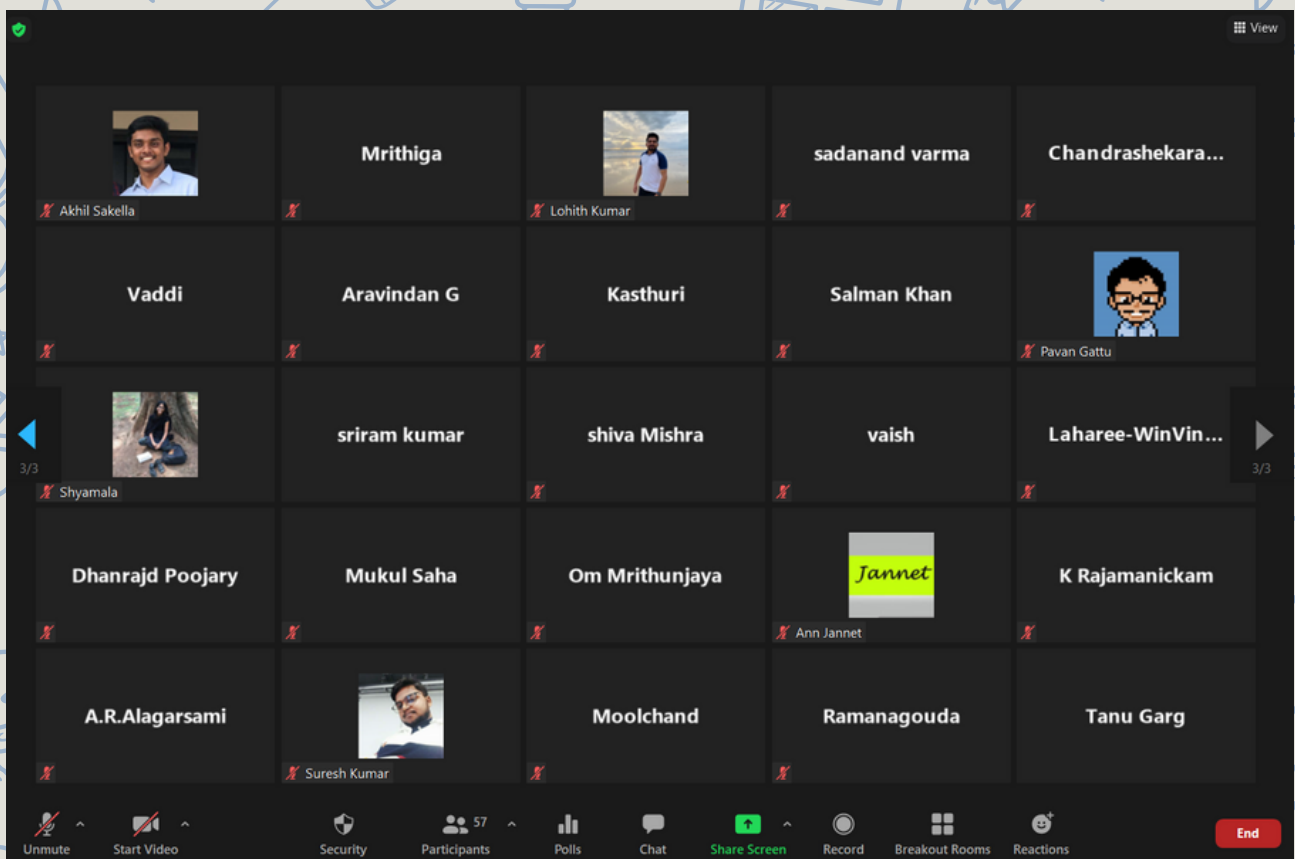
Tell me and I forget. Teach me and I remember. Involve me and I learn.

info@WinVinayaFoundation.org 80G Tax exemption available for Indian Donors



AMPLIFYING SOCIAL IMPACT

Over the course of the past 5+ years, WinVinaya provided training to numerous students representing 11 different disabilities, hailing from 12 states across India. Our efforts were dedicated to fostering an inclusive society by imparting skills and knowledge to individuals with diverse abilities. Additionally, we expanded our programs to include candidates from Economically Weaker Sections, ensuring that our initiatives reached and benefited a broader spectrum of the population. Through these endeavors, we aimed to contribute to the creation of a more inclusive and equitable society that recognized and valued the capabilities of individuals across various backgrounds and circumstances.



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CORPORATE COLLABORATION



WinVinaya established partnerships with several corporate giants who generously volunteered their time and expertise to conduct comprehensive mock interviews for our candidates, covering both technical and HR aspects. In addition to this, the corporate volunteers actively mentored and guided WinVinaya's candidates on various aspects of work-life, preparing them for the corporate environment. Their insights contributed to making our candidates corporate-ready by focusing on the essential skills required for personal and professional development.

Furthermore, volunteers from a multinational corporation were collaboratively involved in co-creating training modules. This collaborative effort emphasized the significant impact that volunteers could have in shaping the skills, knowledge, and readiness of individuals entering the corporate world. The collective efforts of these volunteers played a pivotal role in empowering candidates and enhancing their overall preparedness for success in the professional arena.



DISTINGUISHED ALUMINUS AWARD (DAA) FOR EXCELLENCE IN SERVICE TO THE SOCIETY



Mr. Sivasankar Jayagopal, the founder of WinVinaya, received the prestigious Distinguished Alumnus Award (DAA) for Excellence in Service to the Society from the National Institute of Technology, Trichy (NITT). This recognition underscored the commendable mission of WinVinaya in fostering an inclusive society. The award not only brought pride to the WinVinaya family but also served as a powerful reminder of the impactful work we engaged in and the positive changes we brought to the lives of numerous individuals. It was a testament to the dedication and commitment of our founder in contributing to the betterment of society through the initiatives and values upheld by WinVinaya.

DAA - EXCELLENCE IN SERVICE TO THE SOCIETY




MR. SIVASANKAR JAYAGOPAL
FOUNDER CHAIRMAN –
WINVINAYA FOUNDATION, Bangalore
B.Tech. (Computer Science Engineering) - 1991





INCOME TAX RETURN

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT		Assessment Year	
[Where the data of the Return of Income in Form ITR-1 (SAHAJ), ITR-2, ITR-3, ITR-4(SUGAM), ITR-5, ITR-6, ITR-7 filed and verified] (Please see Rule 12 of the Income-tax Rules, 1962)		2021-22	
PAN	AAATW3891P		
Name	WINVINAYA FOUNDATION		
Address	NO 25/3 , BRINDAVAN IIM POST , Near NANO HOSPITAL , SARASWATHI PURAM , Bangalore , 15-Karnataka , 91-India , 560076		
Status	AOP/BOI	Form Number	ITR-7
Filed u/s	139(1) - Return filed on or before due date	e-Filing Acknowledgement Number	301510290070322
Taxable Income and Tax details	Current Year business loss, if any	1	0
	Total Income		15,000
	Book Profit under MAT, where applicable	2	0
	Adjusted Total Income under AMT, where applicable	3	0
	Net tax payable	4	0
	Interest and Fee Payable	5	0
	Total tax, interest and Fee payable	6	0
	Taxes Paid	7	0
(+)Tax Payable /(-)Refundable (6-7)	8	0	
Distribution Tax details	Dividend Tax Payable	9	0
	Interest Payable	10	0
	Total Dividend tax and interest payable	11	0
	Taxes Paid	12	0
	(+)Tax Payable /(-)Refundable (11-12)	13	0
Accreted Income & Tax Detail	Accreted Income as per section 115TD	14	0
	Additional Tax payable u/s 115TD	15	0
	Interest payable u/s 115TE	16	0
	Additional Tax and interest payable	17	0
	Tax and interest paid	18	0
(+)Tax Payable /(-)Refundable (17-18)	19	0	
This return has been digitally signed by SIVASANKAR JAYAGOPAL in the capacity of Director having PAN ADYPJ8289P from IP address 10.1.122.226 on 07-03-2022 18:36:36 DSC Sl. No. & Issuer 3291982 & 21346834CN=e-Mudhra Sub CA for Class 3 Individual 2014,OU=Certifying Authority,O=eMudhra Consumer Services Limited,C=IN			
System Generated			
Barcode/QR Code			
AAATW3891P073015102900703223381044C5B9FCE560B228606AD63C38F5CD53E02			
<u>DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU</u>			



IMPACT AND ACHIEVEMENTS

WinVinaya achieved a significant milestone, with a remarkable 64% of our workforce comprising Persons with Disabilities (PWD). Within this dedicated team, WinVinaya proudly employed nine hardworking and endearing PWD individuals, contributing to the vibrant and inclusive culture we actively promoted. Among them, three individuals were Hearing and Speech Impaired, five were Visually Impaired, and one had a Locomotor Disability.

This noteworthy achievement underscored our commitment to providing equal opportunities and creating an inclusive work environment where individuals with various abilities thrived, contributing their unique skills and perspectives. Our workforce diversity was a testament to our success in fostering a workplace that celebrated differences and embraced the strengths of every individual.

The successful placement of 39 candidates from our programs in renowned companies such as Capgemini, Merck, Mphasis, ICICI Prudential, Wipro, Zenta Mortgage Services LLC, Amazon, and many others stands as a significant achievement. This success underscores the effectiveness of our training programs in preparing individuals for diverse professional opportunities. These placements not only affirmed the capabilities of our candidates but also showcased the profound impact of our initiatives in facilitating meaningful employment opportunities and contributing to their remarkable career growth and development.

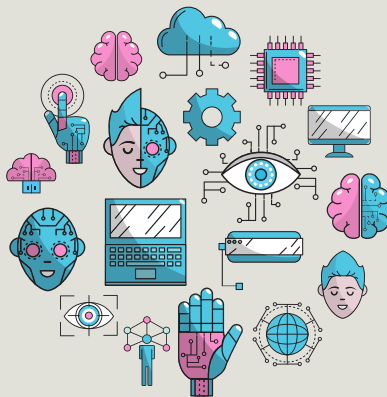
At WinVinaya, our commitment beyond training and placements was an achievement as we successfully extended ongoing post-placement support for a minimum period of 3 months. This support included facilitating connections with the companies, acting as liaisons to ensure smooth communication, and sensitizing the companies to the unique considerations and abilities of Persons with Disabilities (PWD) candidates. Our dedication to the holistic success of our candidates was marked by actively engaging with both the individuals and the employers, fostering a supportive and inclusive work environment beyond the initial placement phase.





FUTURE PLANS

- WinVinaya is strategically planning to broaden its scope from serving candidates with 11 disabilities to encompassing a total of 15 disabilities. This expansion will include extending support to individuals facing challenges such as Thalassemia, Acid-attack victims, Sickle cell disease, Hemophilia, Multiple Sclerosis, Muscular Dystrophy, in addition to embracing and supporting the LGBTQ+ community. This proactive approach reflects our commitment to inclusivity and ensuring that our services cater to a diverse range of needs and circumstances.
- In the upcoming year, our goal is to conduct Disability Awareness Orientation and Introduction to Indian Sign Language sessions for students in forward-thinking mainstream schools and colleges. This aims to empower future leaders to become ambassadors of change in fostering an inclusive society.
- WinVinaya aims to expand its course offerings by introducing a JavaScript course in Indian Sign Language on WinVinaya Academy. Additionally, efforts are underway to develop a course focused on Software Testing as part of our future goals.





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The Manoharan Charitable Trust)**
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Street, Near Velan Hotel,
Kangayem Main Road,
Tirupur – 641 601

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