



WinVinaya Foundation

Enabling an Inclusive Society

ANNUAL REPORT

2022-2023



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FOUNDERS NOTE

Dear Well Wishers,

I am delighted to present this Annual Report, marking the shared achievements in promoting the empowerment, economic independence, and dignity of individuals with disabilities over the course of the year. WinVinaya extended the disability diversity coverage from 11 disabilities to 16.

WinVinaya introduced Disability Awareness Orientation and Indian Sign Language sessions in mainstream schools and colleges. The accomplishment of conducting orientation sessions in Indian Sign Language for participants from various companies was an important milestone.

As we mark the sixth anniversary of WinVinaya, we launched new courses, such as JavaScript and Software Testing, presented in Indian Sign Language on the WinVinaya Academy platform.

We express deep gratitude for your unwavering support and seek your support as we progress to scale our social impact.

Best Regards,

Sivasankar Jayagopal & Seethalakshmi Kuppuraj

Co-Founders



ABOUT WINVINAYA

WinVinaya Foundation, a Charitable Trust, is a catalyst for empowerment - prioritizing individuals facing economic challenges, women, and Persons with Disabilities (PwDs). With an inclusive ethos, WinVinaya caters to 16 different disabilities, fostering diversity in its training programs.

The foundation's impact spans across India, successfully training over 800 candidates, including Persons with Disabilities and women, from 24 states. The training encompasses crucial domains like Full Stack Software Development, Software Testing, Microsoft Power BI, Financial Accounting, and Accessibility Testing, not only imparting knowledge for high-end roles but also promoting inclusivity in the workforce.

WinVinaya has secured job placements for over 300 candidates in multinational corporations (MNCs) and Micro, Small, and Medium Enterprises (MSMEs). By imparting practical life skills and resources, WinVinaya Foundation transforms individual lives and plays a pivotal role in creating a more inclusive, diverse, and economically empowered 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.

MISSION





PROGRAMS & INITIATIVES

Another Transformation YEAR 2022-23

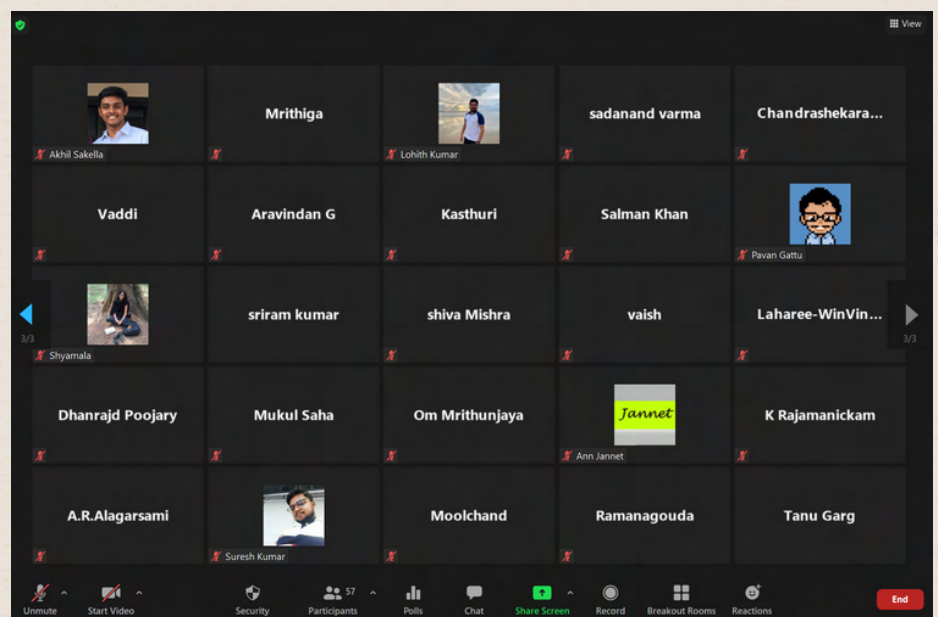




WINVINAYA UTSAV

WinVinaya's Utsav event, "Celebrating Abilities 2.0!", This event marked a significant step forward in our mission to educate and raise awareness about Disability, Diversity, and Inclusion in progressive mainstream schools and colleges, with a special focus on Persons with Disabilities (PwDs).

The highlight was the participation of 34 grade 12 students from "School of India" in Bengaluru. WinVinaya took the initiative to introduce them to the fundamentals of sign language, thereby enriching their awareness and fostering inclusivity among these students.



DISABILITY AWARENESS ORIENTATION

WinVinaya set a goal to conduct Disability Awareness Orientation for 1,000 candidates in schools, colleges, and companies this year, achieving significant success. We covered 1,200+ candidates.

The campaign effectively raised awareness about Persons with Disabilities (PwDs) in progressive mainstream schools and colleges across Bangalore, Delhi, Tiruchengode, and Tiruvannamalai.

Engaging with over 856 participants in educational institutions and 436 candidates in corporate settings, WinVinaya demonstrates a steadfast commitment to educating individuals about the fundamentals of Indian Sign Language and providing Disability Awareness Orientation. Our organization has successfully surpassed its goals in providing Disability Awareness Orientation services.





WORLD DOWN SYNDROME DAY!!

In celebration of World Down Syndrome Day, we engaged in an enriching conversation with Mrs. Nayana, a dentist and devoted mother to Purab, an individual with Down Syndrome. The discussion delved into the intricacies of Mrs. Nayana's journey alongside Purab, providing valuable insights into the challenges, triumphs, and the profound bond they share.

WinVinaya marked the day by sharing more details on our blog. Explore the full story at <https://winvinayafoundation.org/world-down-syndrome-day/>.



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TRAINING PWD'S IN COLLEGE

Within the framework of our Edu-Connect program, designed to provide training to students during their college years, WinVinaya announced the successful completion of the training for the inaugural batch of deaf students from TEACH, Mumbai. This group, who were in their final year of B.Com, underwent comprehensive training in Professional English, Core Banking, MS Office, and Soft Skills.

The students, expressing their gratitude, described the experience as highly fruitful. TEACH, acknowledging the positive impact, noted substantial improvements in the students post-training.



PLACEMENTS AND COLLABORATION

Candidates from WinVinaya were excited to secure jobs in top corporate companies. During the period, we conducted an ongoing drive to assist more than 10 candidates at our center, and over 25 online candidates participated in tests and interviews with a major multinational company.

Two candidates with hearing impairment from WinVinaya were selected by SMOOR Chocolates

Three companies—Pride Technologies, Varite, and NetCon Technologies—visited to understand the strengths of persons with disabilities and how to collaborate with the deaf community.



PARENTS WORKSHOP

WinVinaya organized a workshop aimed at parents with Neuro Diverse children. The workshop served as an enlightening platform, providing parents with valuable insights into potential job and career opportunities for their children within a Neuro Diverse context. Beyond just disseminating information, the workshop played a crucial role in fostering a supportive network among parents facing similar situations.

It provided a platform for mutual support, enabling parents to share experiences and insights, navigate unique challenges, and explore opportunities associated with Neuro Diverse backgrounds.



FINANCIAL LITERACY WORKSHOP

Winvinaya hosted a workshop on Financial Literacy, open to individuals with diverse disabilities and those without disabilities. The participants included our candidates, employees, and consultants.

The session, led by Mr. S G Raja Sekharan, author of "Get Rich and Retire Early" book, proved to be insightful and beneficial. The workshop established a foundation for developing competence and confidence in financial management, addressing a crucial need for all participants in today's context.



ACCESSIBILITY TESTING CERTIFICATION

WinVinaya initiated a program to obtain certifications in "Trusted Tester" and "Authoring Accessible Documents," aligning with the US Federal Government's Section 508 compliance standards. All our associates who are Persons with Visual Impairment successfully acquired the "Trusted Tester Certification."

Additionally, numerous associates, both with and without disabilities, secured the "Authoring Accessible Documents Certification." These certifications empowered us to offer specialized services to a diverse range of clients, contributing to a more inclusive world by ensuring accessibility and compliance with global standards.



ALUMNI CONNECT

WinVinaya orchestrated a gathering where alumni engaged in games, shared anecdotes, and participated in an interactive session with our candidates and trainers, discussing current placement trends. The session provided insights into how they could reap benefits and contribute meaningfully. It was a delightful and informative session, blending fun with learning.

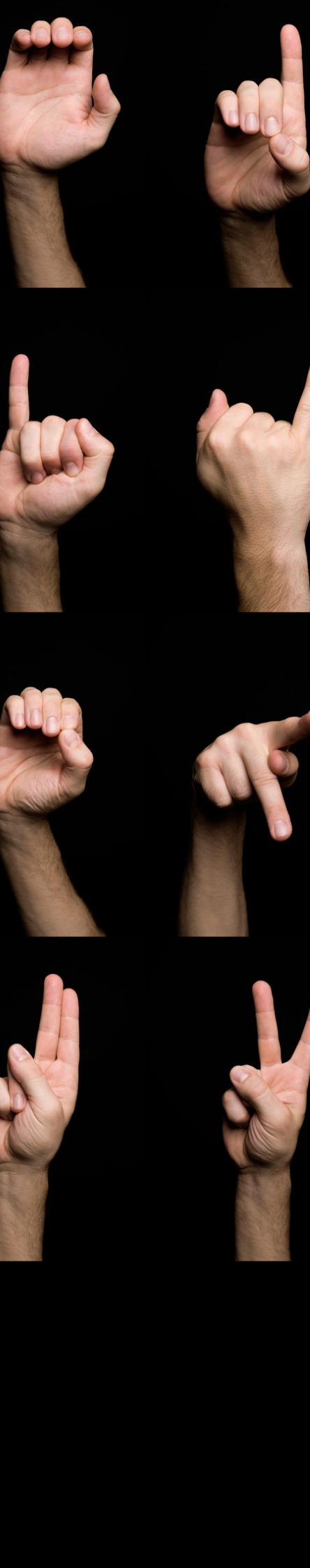


INCLUSIVE TRIP TO KODAIKANAL

WinVinaya embarked on a weekend getaway to Kodaikanal, where individuals with visual impairment, hearing impairment, locomotor disability, and those without disabilities all revealed in the joy of trekking, relishing waterfalls, dancing, singing, playing, and more.

This trip allowed each of us to rediscover that innocence. The chilly, misty clouds, the scenic beauty of nature, and the delightful company of close friends added an extra layer of enjoyment to the experience.





INTERNATIONAL WEEK OF THE DEAF AND INTERNATIONAL DAY OF SIGN LANGUAGES

In September, WinVinaya participated in a week-long celebration, offering sign language skills to friends and colleagues, including individuals with visual impairment.

Quizzes were organized to promote awareness of sign language, with participation encouraged for a chance to receive a certificate.

The festivities also included inclusive activities like drama and dance, where associates and candidates with hearing impairment showcased their talents. They shared inspiring stories with a diverse audience, including parents, volunteers, friends, and family.

A resounding message echoed during the sessions: "Nothing about us, without us," as persons with disabilities asserted their rightful presence and participation.



ONAM CELEBRATION

WinVinaya extended a warm welcome to individuals across the country, fostering a diverse and inclusive community. Embracing this diversity, we joyously celebrated the festival of Onam in grand style. Our associates, along with a few candidates, adorned themselves in the traditional Onam attire of golden and white.

Together, we crafted a vibrant Onam Pookalam, indulged in delicious sweets and payasam, and savored a sumptuous feast. The day concluded with a plethora of inclusive activities, including dance, songs, and games, creating an atmosphere of shared enjoyment and unity.



VOLUNTEERING FROM WELLS FARGO

WinVinaya hosted 18 volunteers from Wells Fargo, including three individuals from the United States. Many of these volunteers expressed that they gained valuable insights into the experiences of persons with disabilities through hands-on engagement. The session concluded with a group photo featuring the volunteers alongside candidates and employees of WinVinaya.

In December, nine volunteers from Wells Fargo participated in a day-long volunteering program at WinVinaya. During this initiative, Wells Fargo volunteers conducted mock interview sessions for 21 candidates with diverse disabilities. The volunteers found the experience rewarding, and the candidates benefited by gaining insights into the corporate interview process. This collaborative effort served as a meaningful exchange of knowledge and experiences between the volunteers and the candidates.





SERVICE LEARNING AND STUDENT VOLUNTEERING

Students at CHRIST University have initiated a service learning program focused on learning sign language to contribute to the improved inclusive living of the deaf community.

The hands-on engagement in sign language learning and connecting with the deaf provided them with practical insights, fostering a more inclusive and empathetic perspective. In addition, Disability Sensitization and Sign Language Introduction was provided in Christ University Campus which created a positive ripple effect by educating others about sign language and fostering inclusivity in a broader community.



INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

On December 3rd, WinVinaya marked the International Day of Persons with Disabilities at the "Achieve & Cherish" playground.

During this event, our candidates and associates, encompassing individuals both with and without disabilities, orchestrated a series of performances, including dance, mime, and a flash mob.

The aim was to raise awareness and sensitize society to the abilities and accomplishments of persons with disabilities. Through these engaging presentations, we highlighted the diverse talents and capabilities within the community and promoted a more inclusive understanding of disability.



INCLUSIVE WALKATHON

Eleven representatives from WinVinaya enthusiastically joined the 5 KM inclusive walkathon organized by Eka School at IIM Bengaluru.

This event held special significance as it brought together individuals with disabilities, along with their parents, teachers, and friends, creating a sense of camaraderie.

The walkathon served as a wonderful opportunity to connect with inspirational and motivated individuals within our community. For many of us, it marked the initiation of our journey as we proudly completed our first 5 km walkathon, fostering a sense of accomplishment and unity.



COLLABORATING TO AMPLIFY SOCIAL IMPACT

Associates from WinVinaya facilitated external mock interviews for Mitra Jyothi, an NGO dedicated to supporting individuals with visual impairment.

In this initiative, we conducted mock interviews for 27 candidates, offered valuable feedback, and shared tips and tricks to enhance their resume-building skills and excel in real interviews. This effort aimed to empower candidates with the tools and knowledge necessary to navigate the job application process with confidence and success.



INCOME TAX RETURN

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT

[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)

Assessment Year
2022-23

PAN	AAATW3891P		
Name	WINVINAYA FOUNDATION		
Address	NO 25/3 BRINDAVAN SARASWATHI PURAM , IIM POST NEAR NANO HOSPITAL , NEAR NANO HOSPITAL , IIM Post , 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	751364170261022
Taxable Income and Tax details	Current Year business loss, if any	1	0
	Total Income		0
	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	
Accrued Income & Tax Detail	Accrued Income as per section 115TD	9	0
	Additional Tax payable u/s 115TD	10	0
	Interest payable u/s 115TE	11	0
	Additional Tax and interest payable	12	0
	Tax and interest paid	13	0
	(+)Tax Payable /(-)Refundable (17-18)	14	0

Income Tax Return submitted electronically on 26-Oct-2022 18:43:19 from IP address 122.166.1.196 and verified by SIVASANKAR JAYAGOPAL having PAN ADYPJ8289P on 26-Oct-2022 using XN8T9VANCI generated through Aadhaar OTP mode

System Generated

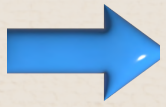
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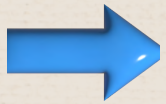
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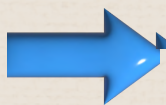
IMPACT AND ACHIEVEMENT



WinVinaya proudly secured the Runner-up award from ATF Labs for Innovation in the 'Best Assistive Technology (AT) Initiative' category among NGOs. This notable achievement underscores the significant contribution of WinVinaya Academy, India's First Digital Learning Academy tailored for Persons with Disabilities. The courses, presented in Indian Sign Language and Simple English, have been instrumental in advancing inclusive education.



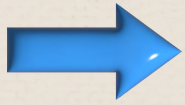
WinVinaya successfully facilitated external mock interviews, conducting sessions for 50+ candidates. We provided valuable feedback, shared tips, and offered tricks to enhance their resume-building skills and excel in real interviews. This achievement aimed to empower candidates with the tools and knowledge necessary to navigate the job application process with confidence and success.



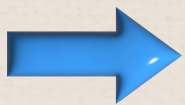
Moving beyond our initial focus on candidates with 11 disabilities, we have successfully broadened our services to encompass 16 disabilities and extended support to the LGBTQ+ community. Through collaboration with other NGOs, we have significantly amplified our impact in creating positive change.



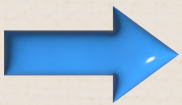
IMPACT AND ACHIEVEMENT



Having successfully elevated its Diversity and Inclusion quotient, WinVinaya now stands as a trusted partner for organizations currently facing challenges due to a lack of necessary infrastructure or resources. More than 856 participants in educational institutions successfully finished the disability orientation awareness program.



WinVinaya has launched a JavaScript course, Software Testing course in Indian Sign Language on WinVinaya Academy.



WinVinaya achieved a notable milestone by organizing orientation sessions in Indian Sign Language for over 436 candidates in corporate settings, simultaneously providing fundamental Indian Sign Language classes to offer an immersive experience of the deaf community.



GOAL FOR THE NEXT YEAR

- ➔ **Aspire to expand the diversity in disability from 16 categories to 18. This inclusive approach aims to welcome a broader range of candidates to participate and benefit through WinVinaya's training.**
- ➔ **Another goal is to offer foundational skills training to school students and provide education to teachers in deaf schools about best practices, incorporating an introduction to sign language. This initiative is crafted to prepare the future generation with skills relevant to the new age.**
- ➔ **Embarking on innovative projects, including providing entrepreneurship training for candidates and offering specialized training for rural librarians, will be a key focus as we continue to explore diverse initiatives in the future. These efforts aim to expand our impact and contribute to the development and empowerment of individuals in various fields.**
- ➔ **WinVinaya aims to conduct targeted job placement drives with the goal of increasing placements for individuals with disabilities, as well as women and other underrepresented groups.**



BOARD MEMBERS

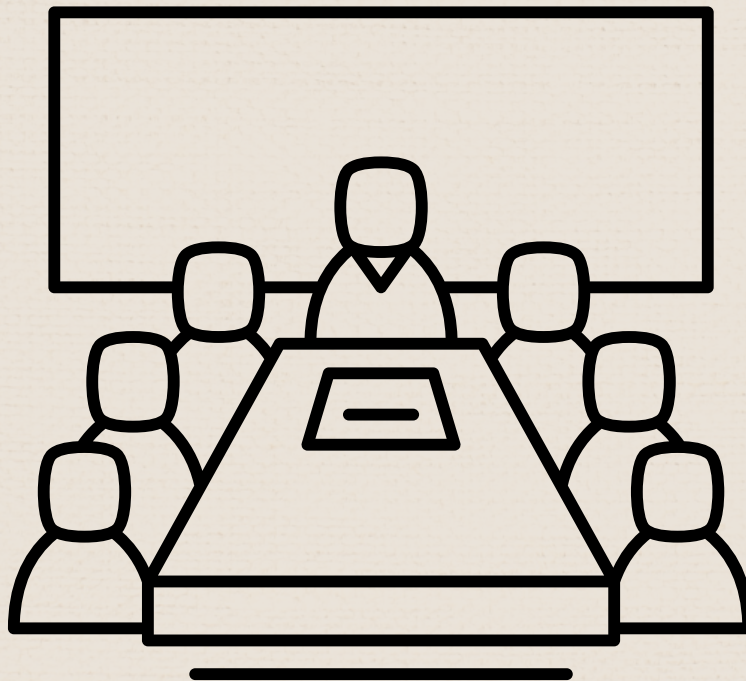


Sivasankar Jayagopal

Chairman & Co-Founder

Seethalakshmi Kuppuraj

Trustee & Co-Founder



Address

BENGALURU –

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Bengaluru, Karnataka – 560076

TIRUPUR- (Jointly run with The Manoharan Charitable Trust)

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Street, Near Velan Hotel,
Kangayem Main Road,
Tirupur – 641 601

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