

DARE TO DREAM



WINVINAYA'S INCLUSIVITY HIGHLIGHTS

WinVinaya's Co-Founder, Akila Sankar, Becomes an Acumen India Fellow



We are thrilled to share that our co-founder, Akila Sankar (Seethalakshmi Kuppuraj), has completed the prestigious Acumen India Fellowship and joined the Acumen Foundry. This rigorous program, combining seminars, workshops, and assignments, has equipped her with enhanced leadership skills and a powerful network to scale WinVinaya's impact. Akila's achievements in the fellowship underscore her commitment to addressing poverty and will significantly advance our mission to foster a more inclusive and equitable society.

Completion of BFSI Training at WinVinaya Foundation

On August 9, WinVinaya Foundation proudly celebrated the valedictory of our BFSI training batch, which empowered 20 candidates with Hearing and Speech Impairments (HSI) with vital skills for the financial sector. The training program encompassed basic English, soft skills, MS Office, financial accounting, core banking, Tally, Power BI, and Zoho. We were honored to have Mr. Koushik, Recruitment Manager, and Mr. Akash, Senior Placement Executive from K12 Techno Services, TNS India Foundation, as our chief guests. Their presence and encouraging words inspired our graduates as they prepared to step into their professional careers.



Empowering Vision: Recognizing the Success of Our Visually Impaired Trainees

On August 30, WinVinaya Foundation proudly hosted the valedictory ceremony for 12 visually impaired individuals. The intensive training program covered essential skills, including Screen reader and magnification tools, Productivity Improvement Tools MS Word, Excel, PowerPoint, Safe Internet browsing, Email, e-meetings, Harnessing the power of Generative AI, Accessibility testing fundamentals, and Turbo charged Speed Typing. Mr Lakshminarayan (Placement Officer) from HTBF, and Mr Guruprasad Madrasi ex-VP HDFC Ergo General Insurance honored the graduates with their words of encouragement. This marks a significant step forward in our ongoing mission to empower individuals with disabilities.



Building a Future of Inclusion: Insights from Our Three-Day Webinar Series

In Diverse Company and WinVinaya Foundation hosted a three-day webinar series on "Envisioning the Future of Disability Inclusion in India." The sessions explored inclusive education, workplace inclusion, and policies, addressing the urgent need for disability inclusion and allyship. We had sign language interpretation throughout the webinar and eminent panelists which included persons with and without disabilities.

Day 1: Shaping the Future of Inclusive Education



On August 21, 2024, the webinar was on "Envisioning the Future of Disability Inclusion in India – A Deep Dive into Inclusive Education," moderated by Neha Trivedi from Spandan. The session featured a distinguished panel with Priya Rajkumar from Maithree Foundation, Akila Sankar and Ashwin Ganesan from WinVinaya Foundation, Aman Sharma from TEACH, and Santhi Karamcheti from Eka Educational and Charitable Trust.

The discussion explored the current and future state of inclusive education in India, potential impact of National Education Policy, highlighting our shared commitment to expanding opportunities for all.

Day 2: Shaping Inclusive Workplaces

On August 22, we hosted the webinar "Envisioning the Future of Disability Inclusion in India – Building Inclusive Workplaces," moderated by Jai Thade and Manasi Bharati



from In Diverse Company. The panel featured Chhavi Anand (Tata AIG), Shohan Konchada (PWD Alumni of WinVinaya) from a Fortune 500 company, Vivek Misra (Microsoft), and Panchali Banerjee (Orchvate), discussed about reasonable accommodations, universal design and how creating the right ecosystem and growth mindset can create inclusive workplaces.

Day 3: Advancing Inclusive Education

On August 23, we successfully hosted the webinar "Envisioning the Future of Disability Inclusion in India – The Impact of Inclusive Policies and Allyship," moderated by Shiva Jayagopal of WinVinaya Foundation. The panel featured Bhumika (APD), Arun Kumar (WinVinaya Infosystems), Leenika Khattar



(NASSCOM), Girish Kulkarni (NASSCOM) and Damini Ghosh (Vidhi Centre for Legal Policy), the discussion delved into RPWD Act - the positives, improvement areas, Apprenticeship and its potential for companies to explore recruiting PWDs, new and updated laws, and their impact in creating an inclusive society.

All three webinar sessions were very informative and useful to PWDs, and their allies and we hope to conduct more knowledge-sharing sessions in the future.

Empowering Through Collaboration: TE Connectivity Volunteers at WinVinaya Foundation



On August 29th, energetic employees from TE Connectivity participated in a volunteering activity at WinVinaya Foundation. Key highlights included a **Mock Interview session** for 29 candidates, and **Soft Skills training** for our candidates with visual impairment. Additionally, a **"Train the Trainer" program** focused on AI tools was held for WinVinaya employees, involving participants from various groups. The event provided valuable exposure for both our candidates and employees.

Building Bridges: Collaborating with Parents for Inclusive Employment



At WinVinaya Foundation, placing persons with disabilities (PwD) is as crucial as training them. As a first step, we recently held a workshop with parents of candidates in the neuro diverse spectrum to emphasize the importance of shared responsibility in placement. This resulted in almost 50 connections from the parents. Depending upon the response from these corporates, we plan to conduct focused placement drives to improve placements.

Diversity in Action: Upcoming Job Drive for Diverse Talent

We are excited to announce an upcoming collaborative job drive between TVS and WinVinaya Foundation, dedicated to creating employment opportunities for candidates with locomotor disabilities, low vision, hearing impairments, and dwarfism. This event will offer positions in Bangalore and Hosur. This initiative underscores our commitment to fostering workplace diversity and inclusion by connecting talented individuals with rewarding careers at TVS. This is the first step and based on the best practices and learnings, we plan to conduct joint placement drives with more forward looking companies.



Inclusive Hiring, Inclusive Future.

PwD Job Drive in Partnership with  Enabling an Inclusive Society

Date:
Sunday, September 1st, 2024

Time:
10:00 AM - 2:00 PM

Job Drive Location:
TVS Motor Company, Prathik Tech Park, 93/4, Veerasandra Village, Attibele Hobali, Electronic City Phase 1, Opposite Canara Bank, Bangalore 560100

Qualification:
A Bachelor's degree in Technology | MBA
| Diploma in Engineering

Job Location:
Hosur or Electronic City (depending on the role)

This event is open to individuals with the following disabilities:
Locomotor Disability | Low Vision | Hard of Hearing | Dwarfism | Muscular Dystrophy | Blood Disorder





Watch TVS Inclusive in action 

E: incluse@tvsmotor.com

Scan the QR code to watch the newsletter's sign language video

