

# DARE TO DREAM

The official newsletter of WinVinaya Foundation



## CELEBRATING DIVERSITY AT WINVINAYA!

### Building Bridges: TATA Elxsi Delegation Explores WinVinaya's Training and Placement



On October 10, 2024, WinVinaya Foundation had the privilege of hosting a distinguished delegation from TATA Elxsi, marking a significant step toward potential collaboration to recruit WinVinaya's trained candidates. The team, consisting of Manager Sudipta Karkun, Senior Lead Aysha Hazel, and representatives Kaushik Bhattacharya and Pandarinath Siddineni, engaged in dynamic discussions, while Vice President Aditya Chikodi joined us online via MS Teams. The visit centered on showcasing WinVinaya's impactful training methodologies and structured placement process. The TATA Elxsi representatives observed live training sessions, assessing gaining direct insight into the candidates' skills and competencies. This hands-on experience allowed for an in-depth understanding of our approach, sparking a constructive exchange on best practices and key program strengths.

The outcome was immensely positive, with TATA Elxsi expressing strong interest in our candidates for upcoming placement opportunities. This collaboration underscores our shared commitment to creating inclusive employment pathways, enhancing career prospects for skilled candidates, and bridging talent with industry needs.

To explore how WinVinaya Foundation can empower your organization through our innovative training programs and to discuss potential partnerships, connect with us at [placement@WinVinayaFoundation.org](mailto:placement@WinVinayaFoundation.org). Together, we can create a more inclusive workforce!!

### Unlocking Potential: Specialized English Program for Transgender Participants



In partnership with the Solidarity Foundation, WinVinaya Foundation proudly launched a specialized English training program tailored for five transgender participants. This

program aims to strengthen essential workplace communication skills, covering topics like email writing, spoken interactions, and professional vocabulary. Through role-playing, scenario-based exercises, and personalized feedback, our program creates a supportive environment to build participants' confidence and language abilities. We're excited to continue empowering more individuals in the future through this impactful initiative.

Interested in similar training opportunities?

Contact us at [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org) to explore our dynamic, hands-on programs.

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

### BFSI+ Graduates Ready to Make Their Mark

On October 16, WinVinaya Foundation proudly celebrated a momentous valedictory ceremony for our BFSI+ training batch, empowering 21

extraordinary candidates with disabilities. This transformative program equipped participants with essential skills for the financial sector, offering comprehensive courses in English, Soft Skills, MS Office, Financial Accounting, Core Banking, Tally, Power BI, and Zoho Bookkeeping. We were deeply honored to have Guru Prasad as our chief guest. His inspiring presence and motivating words ignited a spark within our graduates as they prepared to embark on their professional journeys.

This ceremony not only marked a significant milestone in enhancing the employability of our candidates but also reinforced our unwavering commitment to creating inclusive opportunities in the BFSI industry. With their newfound skills and determination, our graduates are poised to make a meaningful impact in the financial sector, breaking barriers and challenging perceptions.

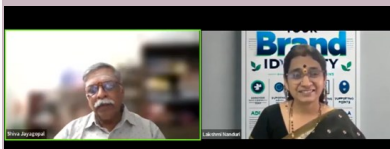
### Inspiring Conversations: Interviews with Shiva Jayagopal and Lakshmi Nanduri

We are excited to present two compelling interviews that illuminate the remarkable journey of Shiva Jayagopal, co-founder of WinVinaya Foundation. In one of these insightful discussions, he speaks with the industry veteran Lakshmi Nanduri, and in another, he connects with Ashwini Radhakrishnan from Career Espresso.

Shiva shares his inspiring transformation from a successful IT professional to a dedicated advocate for empowerment within the persons with disabilities (PwD) community. His passion for lifelong learning and personal growth is evident as he reflects on how WinVinaya has become a catalyst for change, creating champions among individuals with disabilities.

Through innovative training programs and inclusive initiatives, Shiva emphasizes the profound impact that WinVinaya's work has had on countless lives, empowering them to realize their potential.

Don't miss the chance to witness Shiva's powerful insights—watch his full interview with Ashwini



Radhakrishnan on Career Espresso on LinkedIn. In his engaging conversation with Lakshmi Nanduri,

he delves into the intersection of technology and social impact, inspiring others to join the movement for inclusivity.

### Inclusive Yoga for Wellness: A Mindful Saturday at WinVinaya

Last Saturday, WinVinaya Foundation, in collaboration



with Runners High, hosted a groundbreaking inclusive yoga session dedicated to the holistic wellness of our employees, candidates, and consultants.

This enriching experience united a vibrant mix of participants: 3 individuals with intellectual disabilities, 3 individuals with visual impairments, 2 individuals with low vision, 5 individual with hearing and speech impairments, and 5 individuals without disabilities, along with 5 volunteers from Runners High.

Under the guidance of Aishwarya, the daughter of a Runners High member, along with her skilled teammates Pallavi and Soumya Acharya, the session created a serene and supportive environment for everyone to connect, recharge and embrace mindfulness. This inclusive wellness initiative not only reflects our unwavering commitment to fostering a balanced, accessible, and healthy work environment but also exemplifies the power of community and collaboration.

Together, we are building a healthier, more connected community at WinVinaya Foundation, where everyone has the opportunity to thrive.



## Showcasing Innovation and Impact: WinVinaya at the Empower Event



Our team at WinVinaya made a powerful impact at the Empower event held at the National Institute of Speech and Hearing (NISH) in

Thiruvananthapuram—a pioneering platform for advancing inclusivity. We proudly showcased NammAcademy, our innovative online learning platform offering niche courses in Indian Sign Language and regional languages, designed to empower individuals with diverse abilities. Alongside this, we highlighted transformative programs such as Experiential Disability Sensitization and Digital Skills Training, demonstrating practical methods for communication between individuals with hearing, speech, and visual impairments. Excitingly, we saw 50+ on-the-spot registrations for our inclusive training programs.

The event served as a key connection point, enabling companies to explore the potential of our inclusive platform for upskilling employees with disabilities, while candidates discovered how technology can expand their capabilities and career paths. Engaging discussions led to valuable suggestions for new courses and collaborative topics, setting the stage for meaningful partnerships.

If you're looking to advance your organization's inclusivity initiatives or elevate your skills, contact us today at [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)!

**To get the sign language video of this newsletter , please scan the QR Code given here**



## Humans of WinVinaya: Empowering Connections through Communication

Meet Ashna Varghese, a remarkable individual from



Kerala whose journey exemplifies resilience and empowerment. Hard of hearing, Ashna relocated to Chennai to pursue her special education from kindergarten through 12th grade. With the unwavering support of her teachers, she

not only mastered spoken English but also developed a deep passion for reading, enabling her to connect with the hearing community through lip-reading.

Simultaneously, Ashna embraced Indian Sign Language (ISL) and expanded her knowledge through Deaf leaders' YouTube channels and various educational resources.

A proud first-class graduate in Commerce with a specialization in Computer Applications from Women's Christian College, Chennai, Ashna achieved her academic goals despite facing challenges with limited ISL support.

She began her professional journey as a Credit Analyst at ANZ Banking, where she honed her skills for two years. Upon returning to Kerala, Ashna dedicated herself to teaching ISL to hearing employees, ensuring they could effectively communicate with their deaf colleagues. She also provided online English lessons to deaf students, making education more accessible to those in need.

Currently, Ashna is an intern at WinVinaya Foundation, where she is gaining valuable expertise in Banking, Financial Services, and Insurance (BFSI). Her true passion lies in teaching, particularly in addressing the critical need for accessible English instruction led by ISL-proficient educators.

Through her bilingual abilities, Ashna is not just empowering her students; she is also bridging the communication gaps that once challenged her, fostering understanding and inclusion in every interaction.