

DARE TO DREAM

The official newsletter of WinVinaya Foundation



CELEBRATING DIVERSITY, INCLUSION, AND EMPOWERMENT AT WINVINAYA!

Inclusive Learning takes a leap

Traditional teaching methods often fall short in catering to diverse learners, particularly those with disabilities.



To bridge this gap, WinVinaya has introduced a state-of-the-art smart board. Its **accessible design** ensures

seamless integration with screen readers like **NVDA** and **JAWS**, enabling users with visually impairment and the live transcriptions enable users with hearing & speech impairment to participate fully and effectively.

Our team has also undergone specialized training to harness the smart board's capabilities, unlocking new possibilities for **real-time collaboration** and dynamic teaching methods.

This innovation reinforces our commitment to empowering individuals through technology and inclusive education.

Wells Fargo Volunteers Empower WinVinaya Candidates

On November 11, nine enthusiastic Wells Fargo volunteers participated in an impactful event aimed



at fostering inclusion and empowering our candidates with disabilities.

The session began with insightful discussions on neurodiversity and communication best practices for engaging with persons with disabilities.

The highlight of the day was a hands-on **Sign Language workshop**, where volunteers learned practical skills to bridge communication gaps. In the second half, the volunteers conducted mock interviews for 27 candidates, providing constructive feedback and boosting their confidence. This experience was invaluable in helping our candidates refine their interview skills and prepare for real-world opportunities.

We are truly grateful to the Wells Fargo team for their time, energy, and unwavering commitment to advancing inclusion. Together, we're building a world with equal opportunities for all.

Moments of Inspiration: Microsoft Volunteers at WinVinaya

On November 5, **nine Microsoft volunteers** joined our neurodiverse candidates for an inspiring day of learning and connection. Highlights included:



- Icebreakers, fun-filled games and a **neurodiversity awareness session** by Anusha.
- Introduction to Sign Language by Ashwin who is a deaf trainer at WinVinaya.
- Mock interview conducted and feedback given by Wells Fargo volunteer to empower candidates with diverse disabilities.
- Live demonstrations of **Microsoft Copilot** done by Wells Fargo volunteers, empowering candidates with cutting-edge tools.

A huge thanks to the Microsoft team for their energy, enthusiasm, and unwavering commitment to inclusion. Special thanks to Vikram B, Ullas Gupta, Saurabh, Roopa, Deva Rajan, Manasa Manjunath, Amit Pandey, Stefan, and Shishir for making this day truly inspiring and impactful. Want to similar sessions with our candidates, reach out to info@WinVinayaFoundation.org.

Valedictory for Online IT and Software Testing Training for Locomotor Disability Candidates

We are thrilled to celebrate the successful completion of the online IT and Software Testing Training program designed for candidates with locomotor disabilities. Over several weeks, 12 determined participants honed their technical skills, proving that resilience and determination know no bounds. The program concluded with a heartwarming valedictory ceremony. The event featured a special session by leaders from WinVinaya Foundation, where WinVinaya leaders inspired attendees with stories of perseverance and success. This initiative exemplifies our dedication to accessible and inclusive training, opening doors to a brighter future for persons with disabilities. Congratulations to all the participants for their incredible achievements!

Want to join our training program? Reach out at sourcing@WinVinayaFoundation.org

Nurturing Mental and Physical Well-being Through Yoga at WinVinaya Foundation

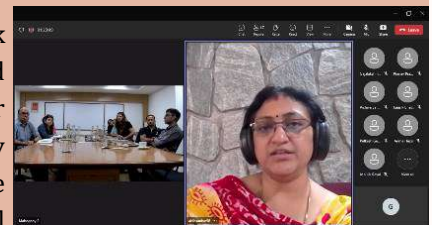
At WinVinaya Foundation, fostering the mental and physical well-being of our associates and candidates is a cornerstone of our inclusive work culture.



We firmly believe that prioritizing health and mindfulness paves the way for both personal and professional growth. In November, we were thrilled to host a transformative 10-hour yoga series, guided by the expertise and passion of three incredible instructors—**Pallavi, Soumya, and Aishwarya**. Their dedication and tailored approach made the sessions accessible and impactful, providing holistic benefits for the body, mind, and spirit. Through the series, participants explored mindfulness techniques, breathing exercises, and gentle stretches, creating a rejuvenating experience that promotes focus, resilience, and inner balance. These sessions not only enhanced individual well-being but also strengthened our collective sense of community. We are deeply grateful to our instructors for their valuable contribution and look forward to more such inclusive initiatives. At WinVinaya, we remain committed to supporting the well-being of our team and cultivating practices that empower a healthy mind, body, and spirit.

Forging Paths of Inclusion: Tata Elxsi's Journey with WinVinaya

When **Tata Elxsi** took its first step toward inclusive hiring at our **Job Mela**, they uncovered the boundless potential



of our candidates and witnessed how inclusion transforms workplaces. This sparked a deeper partnership involving:

- **On-site visits** to understand training methodologies and support systems.
- **Disability awareness sessions** for leadership and hiring teams.
- A collaborative dialogue on **accessibility improvements** and action plans.

With interview preparation underway, the **placement drive at Tata Elxsi** is scheduled for early December. Ready to create an inclusive workplace? Join us! Reach out at placement@winvinayafoundation.org

Bankers Without Borders: Transforming Processes with Wells Fargo Volunteers

Through the **Global Fellow Program**, six dedicated Wells Fargo associates volunteered several hours each month over a span of three months to deeply understand the diverse needs of WinVinaya Foundation. Their efforts led to actionable insights that are already transforming our work and amplifying our impact.

Key contributions included:

- **Enhancing Processes:** Streamlining workflows to improve operational efficiency.
- **Optimizing Assistive Technologies:** Evaluating tools to support accessibility and ensure seamless integration.
- **Improving eLearning Platforms:** Recommending enhancements for better engagement and relevance in training programs.
- **Expanding Job Placement Opportunities:** Exploring new sectors to connect persons with disabilities (PWDs) to meaningful career pathways.
- **Innovative Engagement for Trainees:** Designing impactful projects to actively involve trainees with disabilities.
- **Utilizing RTI:** Leveraging Right to Information (RTI) to access credible data for informed decision-making.

The Wells Fargo Fellows' unwavering commitment and innovative strategies are helping us scale our efforts, grow sustainably, and significantly increase our social impact.

A big thank-you to these incredible changemakers for their dedication to building a more inclusive and equitable society!

Equipping the LGBTQ+ Community with Skills

We are proud to launch training programs for the LGBTQ+ community, focusing on **English communication** and **Microsoft Excel**. Designed to promote **professional and personal growth**, this initiative offers a flexible learning environment—both online and offline. This small yet impactful batch of **five participants** embodies our commitment to **inclusive education** for all. Together, we aim to nurture confidence, skills, and opportunities for brighter futures. *Interested in joining? Contact us at sourcing@winvinayafoundation.org*

Key Takeaways from the India Neurodiversity Summit

On November 27, 2024, WinVinaya had the privilege of participating in the India Neurodiversity Summit held at Christ University. This impactful event centered on fostering an inclusive ecosystem for neurodivergent



individuals in education, workplaces, and society. The summit featured inspiring talks by renowned experts, including **Merry Barua**, **Reena Gupta**, and **Mugdha Kalra**, who shared profound insights on the importance of understanding and embracing neurodiversity. Key discussions revolved around creating environments where neurodivergent individuals feel supported, valued, and empowered to thrive.

Highlights from the summit included:

- The undeniable importance of **empathy and tailored practices** in creating inclusive spaces that empower neurodivergent individuals to reach their full potential.
- The transformative impact of adopting **adaptive strategies** in both workplaces and educational institutions to remove barriers and enhance participation.
- How **collaborative action and deliberate inclusion** are the cornerstones of meaningful change, driving systemic transformation and long-lasting progress.

The summit reinforced WinVinaya's commitment to actively championing neurodivergent inclusion. Armed with new perspectives and strategies, we are inspired to strengthen our initiatives to support neurodivergent individuals across all spheres of life.

WinVinaya Family Trip 2024: A journey of Unity, Diversity, and Joy

The WinVinaya Family Trip 2024 was more than a vacation—it was a celebration of unity and inclusion. A group of 82 participants, including persons with disabilities (PWD) such as Visual Impairment (VI), Hearing and Speech Impairment (HSI), Hard of Hearing, Locomotor Disabilities, and Neurodiversity, along with persons without disabilities and their families (ages 2 to 60), ventured to **Mangaluru, Udupi, and Murudeshwar** for an unforgettable experience.



Starting the Journey: We left Bengaluru on a train filled with excitement and laughter. Two buses, bursting with music and joy, carried us forward, with HSI employees enjoying the rhythms and including all in the dance, making sure no one felt left out.

Day 1: Heritage and Beach: Our adventure began at the Heritage Village, where traditional architecture and vintage artifacts fascinated us. Sighted friends described intricate details, while VI participants connected through touch. Next, we visited a shallow beach, a first for many. Witnessing a wheelchair user enjoying the waves and VI and HSI participants playing throwball with children created priceless memories. The day ended with dinner and shared smiles.

Day 2: Temples and Scenic Views: Early morning, some families visited the Udupi Krishna Temple, soaking in the serene atmosphere. After breakfast, we drove to Murudeshwar, marveling at the grand temple and panoramic views from the top of the hill. Despite the heat, spirits remained high as VI participants experienced the temple through detailed descriptions and touch. The nearby beach added adventure with crabs and starfish.

Ending the Journey: Our trip concluded with a lively send-off at Mangaluru railway station. HSI friends played music, encouraging a final dance that included even the shyest members. The bus became a dance floor filled with laughter and joy as we boarded the train back to Bengaluru, carrying hearts full of unforgettable memories.

A Celebration of Inclusion: This trip reminded us that, no matter the challenges, everyone deserves the chance to create joyful memories and live life fully. Here's to making every place accessible for all!

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E-Mail: info@WinVinayaFoundation.org