

DARE TO DREAM

The official newsletter of WinVinaya Foundation

GROWTH NEEDS A FRAME. THIS
MONTH, WE BUILT ONE.



Last month, we talked about reach — new employer partnerships, a wider sourcing network, more doors than before.

This month, we asked a quieter question. Not how far can we go, but what holds the going together. A second module of governance training landed at Niranthara, teaching our Founder and Trustees what a Board owes and what a CEO carries. Five new organisations sat across the table from us, weighing what partnership could look like. One of two candidates who walked into **Paychex** walked out selected. Five others, placed months ago at a **global energy management and automation leader**, told us on a Zoom call that they are still comfortable, still meeting their targets, still there.

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TRAINING ROOMS, ONE PLACEMENT AT A TIME



Real domains where inclusion is already changing what 'qualified' looks like.



On the 14th of July, two candidates with locomotor disabilities walked into Paychex for what was scheduled as an interview. It became an exposure visit too — a chance to see the floor, meet the team, picture the job before saying yes to it. One candidate was selected. **Ms. Lavanya** from our placement team used the same visit to open a longer conversation with Paychex's HR team, and came away with something unplanned: an agreement to consider deaf candidates for future roles, and a new opening for a Global Service Specialist. A single interview turned into a pipeline.

At the same time, three training tracks are running in parallel — each shaped around a different community and a different domain. Candidates with visual impairment and locomotor disabilities are six weeks into **accessibility testing**, working through WCAG success criteria and hands-on HTML demos, preparing for a field where their lived experience is the expertise.

Neurodiverse candidates began **document remediation** training on 18th June, now four weeks into MS Word fundamentals — a domain where structure and precision are exactly the strengths they bring. And on 6th July, a new non-IT cohort began three weeks of English communication and MS Excel training, mapped to a voice-process role.

One BFSI batch with **11 candidates** concluded its three-month training with a Valedictory Ceremony, ready for their professional journeys. **Four of them are already placed.**

Mr. Avinash Babu, Senior Manager – Global Services at **Paychex India**, was Chief Guest, sharing encouraging words with trainees. He discovered that connecting with Deaf individuals takes only gestures, openness, and willingness — and enjoyed their skit, dance, and a taste of basic ISL. Candidates also demonstrated Generative AI tools and advanced Excel functions like Lookup, solving real business scenarios. We thank Paychex for championing inclusive hiring and building workplaces where inclusion is a way of life.

Three rooms of training, four seats already filled — and the rest are still being built.



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An offer is a beginning, not a finish line.



DOORS HELD OPEN DELL, A GLOBAL ENERGY MANAGEMENT AND AUTOMATION LEADER, AND WHAT COMES AFTER THE OFFER

A month after Divya, Vipin, Atul, Karni, and Irfan started at a **global energy management and automation leader**, our placement team followed up on a Zoom call to check in on how it was going.

The answer was mostly good — all five are performing well, completing their tasks, and asking for more work without being asked to. But two smaller things surfaced: an interpreter visits twice a week, and not every explanation lands clearly in translation; and mobile phones aren't allowed on the production floor, which makes reaching a Team Leader harder than it should be. We suggested a notebook for written questions in the meantime.

Listening didn't stop when the offer letter was signed.

On 17 July, Martin Prakash from Dell Technologies Talent Acquisition team led an orientation for candidates with hearing and speech impairment exploring careers in IT infrastructure, **introducing the Apprentice Manufacturing role** — hardware assembly, software testing, quality checks, eligibility, and day-to-day responsibilities. Beyond the role itself, participants left with confidence for their next career step, reflecting a shared commitment to workplaces where talent is recognised and nurtured.

A **global energy management and automation leader** ran a similar orientation for **15 deaf candidates**, and surfaced a new opening — a Quality Check role for hearing-impaired candidates, ITI or Diploma qualified, general shift, ₹20,000–₹22,000, with meals and two-way cab included.

New conversations opened too — with a **leading Indian digital payments and fintech company**, a **Karnataka-based foundation for the blind and visually impaired**, and **India's leading workplace culture and DEI consulting firm, working on gender, disability, and veteran inclusion**. Each began with genuine interest and a willingness to explore what inclusive hiring could look like in their context. These are the early stages of relationships that, if the last decade has taught us anything, quietly become the pipelines of the next.



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Some partnerships open with a visit. Others open with a shared spreadsheet. Both count.



Some partnerships arrive with a formal introduction. Others arrive quietly, and stay. **A disability-inclusion-focused BPO and staffing company and a livelihood and employment enterprise for persons with disabilities** continued to be that steady presence this month — sharing job requirements without being asked, sending candidate profiles that already matched the roles, doing the unglamorous work of trust that has been built over time. When partnerships mature, they stop needing announcements. They just show up, month after month, and move candidates closer to work.

FIVE NEW CONVERSATIONS WIDENING WHO WE SIT DOWN WITH

No single organisation can reach everyone who needs a way in. That's why we keep showing up at more tables, not fewer.

This month, **a Bengaluru-based organization for the blind and visually impaired** — which works closely with people who are blind or have low vision — helped us run an orientation for candidates with visual impairment. The interest in the room was clear: enough of them chose to move forward that a training batch is now taking shape around them.

A nonprofit working on education, skilling, rehabilitation, and anti-trafficking, with a dedicated women's skilling and livelihood program visited to explore how we might, together, open doors for women seeking meaningful work. We opened first conversations with **a Chennai-based foundation supporting persons with spinal cord injury** on candidate mobilisation and skilling, and with **a Bengaluru-based trust supporting employability training and placement for persons with disabilities** — introduced to us by **a Bengaluru-based organization for the blind and visually impaired**.

A Tamil Nadu university partnering on hearing-impairment-focused initiatives, which works with the hearing-impaired community, completed an initial discussion on future collaboration.



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GOVERNANCE: MODULE TWO, DONE LEARNING WHAT LEADERSHIP OWES THE MISSION



Last month, we shared the completion of Niranthara's first module — Compliance, where our Leader and CFM (Compliance and Finance Manager) completed all 53 parameters.

The journey has now moved to its second, and perhaps most personal, module: Governance. This time, Niranthara conducted two dedicated tracks of two days each — one for founders, leaders, and board members, attended by our Founder along with Trustees Sivasankar Jayagopal and Vijay Kirpalani, and a practical session for CFMs. Governance is often dismissed as a dry subject, but the 22 governance parameters came alive through play-way methods and role plays — helping us discover, scenario by scenario, what a Board must do, where a Founder's role ends, what a CEO owns, and what a Secretary safeguards. It was genuinely eye-opening for the Founder and board members alike.

"What stayed with me was revisiting our Board Member Profiles, Conflict of Interest Policy, and Whistleblower Policy — the training showed us how to bring what we already had up to standard and align it with best practice. Going forward, I want to carry that same rigor into how we review our policies regularly, not just when we draft them."

— Vijayanthi, Compliance and Finance Manager

If Compliance taught us to be accountable to the law, Governance is teaching us something deeper — to be accountable to the mission itself, so that WinVinaya is built to outlast any one of us.



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LET'S BUILD THIS TOGETHER

July asked us to hold things carefully. A placement at Paychex. Five candidates still steady at a **global energy management and automation leader**. Five new organisations willing to sit down with us. A Board learning what it owes.

Every one of these moments adds to a single number we're building toward this year: **250 placements**. This month, a BFSI batch of 11 completed its training — and four are already at work. Not all of it happens in the interview room. Some of it happens in a governance workshop. Some, in a follow-up call to someone already placed. All of it counts.

"Inclusive livelihoods are built together."

For Employers: Considering an inclusive hire, or have a role opening up?
placement.Council@WinVinayaFoundation.org

For Candidates: Looking for structured training and placement support?
Sourcing@WinVinayaFoundation.org

For Volunteers: Want to run a mock interview, a workshop, or just show up?
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