

Dare To Dream

The official newsletter of WinVinaya Foundation



CELEBRATING DIVERSITY, INCLUSION, AND EMPOWERMENT AT WINVINAYA!

Spotlight Session: Chai with Changemakers featuring Padma Shri K.Y. Venkatesh

An unforgettable conversation on ability, grit, and going beyond limits

We had the honour of hosting **Padma Shri K.Y. Venkatesh**, a true legend in the world of para-sports, for a powerful edition of *Chai with Changemakers* at WinVinaya on June 3rd. His journey is nothing short of extraordinary, marked by resilience, purpose, and the sheer will to turn obstacles into opportunities.



From drawing inspiration from a paraplegic swimmer in his early days to representing India across **multiple international sports**, Mr. Venkatesh shared how he trained relentlessly, chased sponsors, and shattered stereotypes along the way. His story reminds us that *the toughest challenges often produce the strongest champions*.

A line that stayed with us:

"Look at the ability, not the disability."

This powerful reminder challenges us all - educators, employers, policymakers, and dreamers, to widen our lens on inclusion and capability. When we focus on potential rather than limitations and provide the right support with an unshakable mindset, we unlock what's truly possible. Let this inspire you to ask better questions, believe in human potential, and join the voices sparking meaningful change in how we think about ability and inclusion. **To Watch the full episode [click here](#).**

Digital Transformation Reaches Dharwad: Empowering Women Entrepreneurs Go Digital

Why It Matters:

After successfully empowering rural MSMEs at Yalaburga, WinVinaya Foundation expanded to Dharwad to help women entrepreneurs transition from traditional word-of-mouth marketing to digital platforms.

How We Did It On June 3, 2025, we launched our Digital Marketing training module in partnership with TE Connectivity and SELCO Foundation. Twenty-five women entrepreneurs learned hands-on skills using Canva for graphics, InShot for videos, and WhatsApp for business outreach. The dedication was remarkable. Participants brought their children (youngest: 9 months old) to prioritize their business growth.

What Changed:

- Within 24 hours, 100% of participants started creating and sharing content for their business.
- This marks Phase 1 of our two-module program (Digital Marketing + Financial Literacy)

Key Takeaway: This is our launchpad, not endpoint. We're providing ongoing coaching to ensure these 25 changemakers don't just survive, they thrive as digital ambassadors in their communities.

Ready to support women-led digital transformation? Follow our journey and discover how small investments in digital literacy create ripple effects that strengthen entire communities.

E-Mail: info@WinVinayaFoundation.org

Bridging Employment Gaps: Standard Chartered Bank Partners with WinVinaya Foundation

Why This Matters:

Persons with disabilities face significant employment barriers, with many qualified candidates lacking access to inclusive career opportunities. Apprenticeship programs offer a crucial pathway for inclusive entry-level employment.



What Happened:

WinVinaya Foundation and Standard Chartered Bank hosted a hybrid orientation session on inclusive apprenticeship roles, eligibility, and benefits. Candidates with hearing & speech impairments, visual impairments, and locomotor disabilities participated both in-person and online.

Key Outcomes

- Inclusive hybrid format enabled participation across disability types
- Q&A boosted clarity and confidence among jobseekers
- Reinforced Standard Chartered's commitment to disability inclusion

Call to Action

Employers: Partner with us to co-create accessible job pathways. Inclusive apprenticeships are not just policy-friendly—they're business-smart.

Contact us at: placement@winvinayafoundation.org

Saksham Project: Celebrating Digital Inclusion

Why it Matters

Accessibility is foundational to digital equity, but it's often overlooked. The Amogh Foundation's Saksham Project is changing that.

How We Contributed

For two years, our neurodiverse team has worked with Amogh Foundation to convert inaccessible documents into accessible Word files, enabling smoother access for persons with disabilities.

Recognition: On June 13, WVF received a **Certificate of Appreciation** for our efforts, validating the power of inclusive employment and accessible design.

Call to Action

Want to make your digital documents accessible and create meaningful opportunities for neurodiverse professionals?

Partner with us.

Our trained teams can help transform your PDFs, scanned files, and learning content into accessible formats that comply with global standards and empower every user.

Let's co-create inclusive digital ecosystems: info@WinVinayaFoundation.org Because accessibility isn't just compliance, it's connection. And neurodiverse talent is ready to lead the way.



Immersive @ WinVinaya: A Window into True Inclusion

Beyond Policies: What Inclusion Really Looks Like

True inclusion isn't about checklists or compliance—it's about connection. It's leaders witnessing talent in action, not just reading reports. It's conversations that challenge assumptions and spark real transformation.



Recent Corporate Immersions

In the past few weeks, **Deutsche Bank** and **TE Connectivity** leadership teams visited WinVinaya Foundation for powerful 2-hour immersive experiences that reshaped their understanding of neurodiversity and inclusion.

During these sessions, seven-member teams:

- Observed **live demonstrations** of job-ready skills in **Excel and Power BI**
- Explored **STEM accessibility** and **document remediation** work done by our neurodiverse professionals
- Engaged hands-on with **assistive technologies** like screen readers and GenAI-based learning tools
- Connected deeply through our transformative **Human Library**, where personal stories broke down stereotypes and inspired empathy

The result? **Real connection. Real understanding. Real change.**

Follow-up conversations are now underway with both companies to explore internships, hiring, and long-term partnerships.

Why It Matters

These immersive sessions shift the lens—from *talking about disability to listening to lived experience*.

Leadership teams walk away with:

- Firsthand insight into professional capabilities
- A working knowledge of assistive technologies
- The confidence to pursue inclusive hiring—backed by trust

A Call to Action: Come Experience It for Yourself

If you're a leader serious about inclusion, we invite you to join us for an **Immersive @ WinVinaya** session.

2 hours | No cost | Up to 20 participants

Ideal for: HR professionals, DEI leaders, hiring managers, business heads

Book a session or explore collaboration opportunities: placement@WinVinayaFoundation.org

Inclusion becomes real when we move beyond policy and step into empathy, talent, and lived experience.

Job Habba 2025: Breaking Barriers, Building Careers

Why It Matters

Despite their immense talent and potential, meaningful employment remains out of reach for many persons with disabilities. To change that, **AssisTech Foundation** and **WinVinaya Foundation** came together to create direct pathways between inclusive employers and skilled candidates—turning intent into action.



What Happened

On **June 21, 2025**, **Kutchi Bhavan in JP Nagar, Bengaluru**, became a vibrant hub of opportunity and inclusion.

Job Habba 2025 brought together:

- **250+ enthusiastic candidates**, many supported by their families
- **19 corporate partners**, eager to meet and recruit diverse talent

The energy was electric. Interviews buzzed with potential, meaningful conversations unfolded, and candidates—guided warmly by WinVinaya's experienced team and ATF volunteers—stepped forward with confidence.

The Impact

This was more than a hiring event, it was a celebration of possibility.

- Volunteers and corporate partners came together not just to support—but to truly understand inclusion.
- Through meaningful interactions with candidates, they moved beyond sympathy to practice empathy, recognizing the strength, potential, and individuality of each person.
- This event was a powerful reminder that when organizations unite around a shared mission of inclusion, real change becomes possible.

Looking Ahead: Together, we're not just opening doors, we're building a future where diverse abilities are recognized as valuable assets in the workplace. Let's keep the momentum going. Let's keep building together.

Intern Spotlight: Neurodivergent Minds Reimagining Education

When Varun Anand joined us as an intern, he expected to observe how we “help” individuals with intellectual disabilities. What he encountered instead was a paradigm shift—neurodivergent professionals leading the charge in making STEM education accessible for visually impaired students across India.

The Reality

Varun saw firsthand how our neurodivergent team is not just participating in inclusion but **driving innovation**—converting complex STEM textbooks into accessible formats. This year alone, they've completed **four full textbooks**, directly impacting inclusive education nationwide.

From Misconception to Meaning

In his candid blog post, Varun reflects on his transformation—from a passive observer to an advocate for ability-first thinking. His words challenge stereotypes and shed light on a quiet revolution in accessibility.

“This internship didn't just teach me about document remediation—it rewrote my worldview. They're not good-for-nothing; they're good for something—something big.” — Varun Anand

Read the complete blog [here](#).

Celebrating Milestones: Inclusion in Action

This month, we marked two powerful graduation moments—each reflecting not just skill completion, but transformation through opportunity.

Online IT Training Batch (Locomotor Disabilities)

In partnership with **TE Connectivity**, we celebrated the achievements of trainees who completed their IT training journey. The virtual valedictory brought corporate leaders face-to-face with real talent, demonstrating typing speeds, accessible tech tools, and job-ready skills that left a lasting impression.

Offline BFSI Batch (Hearing & Speech Impairments)



This in-person celebration was full of creativity and confidence:

- An interactive quiz in Indian Sign Language
- A sign language session for guests that bridged gaps in minutes
- A dance performance without music, synced through visual rhythm
- A skit filled with humour and reflection
- Skill demos in typing (up to 79 WPM), Excel analytics, and Power BI

Guests from **NTT DATA** left inspired, expressing strong interest in future engagement.

Why This Matters

These events remind us that inclusion is not about grand gestures—it's about **creating real pathways** where talent is seen, heard, and hired. Whether online or on-ground, each graduation is a step toward a more inclusive workforce.

One skill, one success story, one partnership at a time, we're building what true inclusion looks like.

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

