

# DARE TO DREAM

The official newsletter of WinVinaya Foundation



**CELEBRATING DIVERSITY, INCLUSION, AND EMPOWERMENT AT WINVINAYA!**

## MargaDarshan 2025: A Beacon of Inclusivity and Innovation



At WinVinaya Foundation, our mission has always been to foster an inclusive society where talent is recognized beyond the confines of ability or disability. MargaDarshan 2025 was not just an event; it was a testament to this mission, showcasing the power of diversity, technology, and collective effort.

### A Transformational Journey

Before stepping into this sector, many of us held preconceived notions about the capabilities of Persons with Disabilities (PwDs). We often associated talent with conventional definitions of ability. However, working alongside a team rich in diverse abilities completely transformed our perspective. We witnessed firsthand that determination, skill, and opportunity define talent—not physical or cognitive abilities.

### Unified Preparation: The Teams Behind Success

The success of MargaDarshan 2025 was driven by the dedication of multiple teams working seamlessly together:

**Infrastructure & Logistics:** Ensured an accessible and welcoming environment for all. A team led by colleagues with disabilities worked alongside those without disabilities, breaking barriers and inspiring leadership.

**Placement:** Engaged with 280 companies through continuous follow-ups, sensitizing leaders, and mapping candidates. On the day of the event, 11 companies participated, with 7 more showing commitment to disability hiring.

**Candidate Council:** Trainers, coordinators, volunteers, and interns connected candidates with suitable roles and provided interview training to ensure they were fully prepared.

**Event Coordination:** Created a crisp and engaging agenda, blending music, dance, fireside chats, and presentations for an impactful experience.

**Marketing:** A diverse team ensured the event's message reached the right audience before, during, and after, amplifying our impact through social media.

### Beyond a Job Fair: A Celebration of Talent

MargaDarshan 2025 went beyond the traditional job fair model. It was a celebration of talent and diversity, with inclusivity at its core.

From accessible registration counters to cultural performances by PwD artists, every element was designed to empower and inspire.



### Highlights of the Day

**Inauguration:** The event commenced with a lamp-lighting ceremony, followed by a soulful prayer song by an individual with an intellectual disability, setting an inspiring tone.

**Key Presentations:**

**Introduction to WinVinaya:** Mr. Shiva Jayagopal, Founder Chairman, shared the organization’s journey, addressing the pressing social issue we are solving today.

**CSR Impact Dashboard:** Mrs. Neeraja demonstrated an innovative Power BI dashboard, showcasing how data can be used for transparency, tracking progress, and storytelling.

**PwD Recruitment Strategies:** In collaboration with Feedback Insight and SVP, Ms. Srividya Viswanathan presented key findings from a survey on inclusive hiring strategies. Want to know more about this survey write to [info@WinVinayaFoundation.org](mailto:info@WinVinayaFoundation.org)

### Fireside Chat: Driving Inclusive Hiring

A panel of industry leaders, advocates, and stakeholders—including representatives from TEACH, SVP, Concentrix, Guru & Jana, ATF, a PwD parent, and a deaf trainer from WinVinaya—discussed challenges, best practices, and future commitments for inclusive hiring.



### Showcasing Inclusive Talent

The event featured captivating performances that highlighted the immense potential within the PwD community:

**Energetic dance** by individuals with intellectual disabilities. **Engaging drama** by Hearing & Speech Impaired (HSI) participants. A devoted mother’s soulful song, beautifully accompanied on the **Mridangam** by her son with an intellectual disability, showcased both musical talent and an inspiring bond of love and strength.

### Innovation Showcase: Advancing Accessibility

Seven interactive stalls highlighted advancements in assistive technology and inclusivity:

**WinVinaya InfoSystems:** Demonstrated how accessibility in documents and solutions is making the world more inclusive.

**DeepVision Tech AI:** Showcased AI-driven tools enhancing accessibility for the deaf community.

**Assistive Technology Foundation (ATF):** Introduced Adidavara, a platform connecting PwDs and inclusive employers.



**Dextroware Devices:** Highlighted head-mouseware solutions for individuals unable to use their hands.

### Experiential Zones:

**ISL Sprint:** HSI trainers taught 15 phrases in 15 minutes, proving sign language is easy to learn.

**Sensory Safari:** Visually impaired individuals guided participants through a blindfolded chess game, raising awareness of non-visual navigation.

**Neuro Embrace:** Showcased talents in document remediation, Zoho bookkeeping, and more.

### Empowering Opportunities: Making an Impact

The core of MargaDarshan 2025 lay in creating meaningful career opportunities:

📌 **30+ job roles** in MIS, Accounting, Data Analysis, Software Testing, and more.

📌 **76 candidates** participated in rigorous interviews and networking.

📌 **126 interviews** were conducted, paving the way for career breakthroughs.

### Technology-Driven Inclusivity

Leveraging technology was pivotal in ensuring seamless coordination:



**Power BI Dashboards:** Provided real-time insights into candidate profiles, company engagement, and team status.

**Zoho Creator:** Automated candidate mapping and interview coordination.

**Accessible Communication:** ISL interpreters and real-time captions ensured inclusivity for all attendees.

## Reflections and Moving Forward

Feedback from first-time employers interviewing PwD candidates was overwhelmingly positive, with many expressing how communication barriers were far less challenging than expected. Volunteers appreciated the seamless organization and the opportunity to interact with talented candidates.

### This is Just the Beginning!

As MargaDarshan 2025 concluded, the WinVinaya team reflected on a day that was more than just an event—it was a movement toward a more inclusive future. This success was made possible by the unwavering dedication of every team member and participant.



### Want to be part of our next Job Mela?

Write to [placement@WinVinayaFoundation.org](mailto:placement@WinVinayaFoundation.org) and join us in making an even bigger impact!

## Empowering MSMEs in North Karnataka: A Digital Leap Forward

**Micro, Small, and Medium Enterprises (MSMEs)** are the **lifeline** of North Karnataka's economy. Yet, many struggle to grow due to **limited digital access, financial literacy gaps, and outdated marketing strategies**. These challenges have held them back from reaching wider markets and competing effectively in today's fast-paced world.

To bridge this gap, **the Empowering MSMEs project** was launched, focusing on **Digital Marketing and Financial Accountancy**. This initiative equips entrepreneurs with essential skills and tools to **modernize operations and unlock new opportunities**.

With **SELCO Foundation's support**, the project is actively mobilizing MSMEs in **Dharwad and Koppal**. A dedicated team is developing tailored training programs, ensuring **growth and innovation at every step**. Upcoming highlights include **Digital Marketing workshops** and a **Santhe event**, where MSMEs can showcase their products and expand their reach.

### Ready to transform your business?

Reach out to us at [info@winvinayafoundation.org](mailto:info@winvinayafoundation.org) and take the first step toward a brighter, more sustainable future.

To get the sign language video of this newsletter,  
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