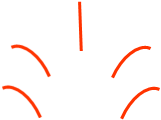
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|  | **WinVinaya InfoSystems India Private Limited** |



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**Building an Inclusive Workforce:**

**A Phased Approach to Disability Sensitization**

This proposal outlines a comprehensive training program designed to equip your employees across all locations and levels with the knowledge and skills to build a more inclusive work environment for individuals with disabilities.

**Introduction to WinVinaya Infosystems India Pvt Ltd**  
  
WinVinaya Infosystems India Pvt Ltd, a dynamic 11-year-old private company dedicated to providing top-notch IT engineering services. Our expertise encompasses consultancy and corporate training tailored to meet the diverse needs of our clients. We are committed to Diversity, Equity, and Inclusion (DE&I) initiatives, offering a range of services including Disability Awareness Orientation, Accessibility Testing, Document Remediation, and Sign Language Orientation. We pride ourselves on being an inclusive organization, welcoming individuals both with and without disabilities to our team. Our registrations, including GST and MSME reflect our commitment to follow the best practices in the industry.

We offer training programs for corporate employees, catering to individuals with various disabilities as well as those without. Our goal is to enhance productivity by upskilling employees in areas such as Prompt Engineering, Microsoft Power Platform tools, MS Office, soft skills, and more. With experience working with over 50 companies, we specialize in sensitization and training, having provided disability awareness training to over 3,000 individuals.  
  
Through WinVinaya Foundation (a Charitable trust based in Bengaluru, India), established in 2016, we enable Persons with Disabilities (PWD), economically disadvantaged candidates and women with life skills and resources so that they can get a job and lead a life with dignity. We cater to persons across 18 disabilities and have trained 1200+ candidates (Persons with Disabilities, Women) coming from 24 states of India – in Full Stack Software Development, Software Testing, Microsoft Power BI, Financial Accounting, and Accessibility Testing skills which help them to get into high-end job roles. To date, we have placed 425+ candidates in various MNCs and MSMEs. For a detailed breakdown of the job roles our candidates have secured, including those from diverse backgrounds, you can explore our interactive Power BI dashboard here: [https://winvinayafoundation.org/performance-reports/](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwinvinayafoundation.org%2Fperformance-reports%2F&data=04%7C01%7Cshalinir%40vmware.com%7C5c58606f579048c13e2f08d9aa55bfc3%7Cb39138ca3cee4b4aa4d6cd83d9dd62f0%7C0%7C1%7C637728107680675314%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=QqhTQ1%2FPMLhBXkdmyJzFvV7oc8rTE9gVsUq6vWnpJvg%3D&reserved=0). For more information about the WinVinaya Foundation: <https://winvinayafoundation.org/>.

**Introduction to Denali Management Services:**

**Denali Management Services** is a forward-thinking company that bridges the gap between the needs of large commercial and residential building campuses and the available skill sets to manage them innovatively. Denali’s core value propositions include **smart asset management**, **innovation**, and leveraging **advanced technology**. With over **12 million square feet** of managed property across India, Denali delivers world-class services in facility management, ensuring peak efficiency while prioritizing health, safety, and comfort for tenants.

**Our Understanding of the Requirement:**

Denali Management Services is looking for a partner to provide Disability Sensitization training to its employees across the country in multiple batches and requested WinVinaya to provide a proposal for the same.

This approach paper is created for that purpose detailing the program structure with multiple program options which can be done as multiple batches for

1. Program 1: Disability Sensitization Orientations (DAO) and
2. Program 2: Indian Sign Language Foundation Training.

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| **Program** | **Duration** | **Batch Size** | **Mode** | **Cost Per person** |
| DAO – 1-A: Foundational Awareness | 45 Min | All | Online Modules | ₹ 500 + GST/ per person |
| DAO – 1-B: Interactive Engagement | 90 Min | Max 50 Participants | Virtual | ₹ 35,000 + GST per Event |
| DAO – 1-C: Immersive Experience | 120 Min | Max 100 Participants (Floating Crowd) | In-Person | ₹ 75,000 + GST per Event |
| Indian Sign Language Foundation Training | 10 Hours (1 Hour over 10 days) | Max 15 People | Virtual | ₹ 35,000 + GST per batch |

**\*** In person services are only for Bangalore location. However, if services are required in other locations, the client should cover accommodation and travel expenses, plus applicable taxes.

**Program Structure for Disability Sensitization Orientation:**

We offer a multi-phased approach with three program options catering to different learning styles and preferences.  
**All programs include:**

**Pre-Training Survey:** Assesses baseline knowledge and attitudes.

1. **Program 1A: Foundational Awareness (Online Modules) - Ideal for a broad audience-(45 Min)**

* Introduction to Disability: Definition, types, and prevalence in India.
* Your Rights and Responsibilities: Understanding legal framework and company policies.
* Dispelling Myths & Misconceptions: Challenging stereotypes surrounding disabilities.
* Assistive Technology for All: How technology empowers and facilitates inclusion.
* Delivery: Self-paced, accessible online modules with interactive elements and quizzes.

1. **Program 1-B: Interactive Engagement (Virtual Training with PwD Interaction) - Enhances communication skills and builds empathy-(60 Min)**

* Content: Builds upon Program 1 and includes:
* Creating an Inclusive Workplace: Strategies for accessibility and accommodation.
* Effective Communication with PwDs: Tips on interacting with individuals with various disabilities.
* Live Q&A Session with PwDs: Opportunity for employees to ask questions and gain firsthand insights.
* Delivery: Live virtual sessions with WinVinaya trainers and guest speakers who are Persons with Disabilities (PwDs).

1. **Program 1-C: Immersive Experience (In-Person Experiential Training) - Provides a deeper understanding through simulations and role-playing -(90 Min)**

**Content:** Provides practical simulations and role-playing exercises:

**Sensory Safari:** Participants experience daily tasks with simulated visual impairments.  
The Immersive Experience Zone is a dedicated area where individuals can partake in hands-on, interactive activities to gain a deeper understanding of the strengths, assistive technologies, and unique perspectives of people with visual impairments.  
This zone has been thoughtfully designed to facilitate experiential learning, promoting empathy and greater comprehension among participants about individuals with visual impairments. The activities within this zone encompass interactive games, informative demonstrations, and engaging exercises, all aimed at providing comprehensive insights into the world of people with visual impairments.

**Highlights:**   
**1. Effective Communication with Technology**: Discover how people with visual impairments use modern devices, such as mobile phones and computers with assistive technologies, to be more productive.

**2. Hands-On Demonstrations of Assistive Devices:** Participants, blindfolded, will have the opportunity to experience the functionality of assistive devices like screen readers, Kibo XS Scanning Device, measuring tape, Braille slates, and Magic slates. These are invaluable tools for individuals with visual impairments to lead a life with dignity.

**3. Interactive Games:** Participate in various games that illustrate the importance of adaptability and the different ways individuals with visual impairments can play and enjoy recreational activities. These may include games like chess, cricket ball, catch, and find-the-object games.

**ISL Sprint: Introduction to basic Indian Sign Language (ISL) and deaf culture.**  
Through the interactive workshop and games, we help bridge the gaps in communication and celebrate inclusivity. In this, individuals will learn basic signs, explore assistive tech and experience communication challenges and solutions first hand. The activities within this zone encompass interactive games, informative demonstrations, and engaging exercises, all aimed at providing comprehensive insights into the world of people with hearing and speech impairments.

**Highlights:**

**1. Sign Language Workshop:** Participants will have the opportunity to learn the basics of Indian Sign Language (ISL) in 15 minutes. This hands-on activity will help them use natural signs, appreciate the importance of sign language as a means of communication for the deaf and hard of hearing.

**2. Hands-On Assistive Device Demonstrations:** Experience the functionality of various assistive devices, including communication apps like text-to-speech, voice-to-text, live transcription, closed captions, and sign language apps. These tools empower individuals with hearing and speech impairments to communicate effectively and engage with the world.

**3. Interactive Games and Activities:** Participate in interactive games that emphasize the importance of adaptability and creativity, making recreational activities inclusive for individuals with hearing and speech impairments. These activities aim to help participants understand the challenges faced by these individuals when communicating with those who can hear and explore effective methods of communication. Some of the activities include:

**a. Role-Playing Scenarios:** Participants take on roles involving hearing and speech impairments, allowing them to interact with others.

**b. Gesture-Based Communication**: Participants are given words and respond using natural gestures to communicate, providing insights into non-verbal communication.

**4. Certificate of Participation:**

Participants will be given a simple test on Disability Orientation and a certificate will be provided to them.  
  
**Program 2: ISL Foundation Training**

For effective, interactive learning of Indian Sign Language we suggest a batch size with maximum 15 participants. The Sign Language training will be done for 1 hour each over 10 days, for a total of 10 hours. Indian Sign language is a beautiful language which is fun, useful, and valuable. It can be used anywhere, anytime. Learning sign language could be the best decision one can make in the D&I Journey.

**Key Takeaways**

Few of the key takeaways from this training are:

• Introduces the participants to the deaf culture and community - get to know the rich history of deaf culture and deaf community.

• Enables participants to become more diverse – With the knowledge of sign language, participant’s connection will extend to the deaf community, and it prepares her/him to handle the communication barriers. Sign language can help make the workplace more diverse.

• Allows participants to make new friends – She/he can build relationships and get to know each other, online and offline.

• Be able to help when required - Participants can overcome any communication barriers with her/his deaf peers by speaking in sign language.

**Post-Training Assessment:**

All programs conclude with a post-training survey to gauge learning outcomes, identify areas for improvement, and measure employee confidence in interacting with PwDs.

**Program Selection and Implementation:**

We recommend a blended approach that combines Program 1 with either Program 2 or Program 3, depending on your budget and training goals.

**For a comprehensive approach:** Choose Program 1 + Program 2.

**For an experiential learning focus**: Choose Program 1 + Program 3.

**Benefits of a Blended Approach:**

* + **Accessibility:** Online modules cater to busy schedules and geographically dispersed employees.
  + **Engagement:** Live virtual sessions promote interaction and Q&A with PwDs.
  + **Immersion:** In-person workshops provide a deeper understanding through simulations.

**Additional Considerations:**

We can customize content to address specific challenges & solutions or disabilities relevant to your workforce.

We can provide the training through multiple batches for effective learning.

All programs offer certificates of completion for participants.

Please view the photos in Annexure-1: Disability Awareness Orientation Gallery

**Conclusion:**

Investing in disability sensitization training is an investment for your company's future. This program empowers your employees to create a workplace that fosters inclusion, celebrates diversity, and attracts top talent from all abilities.

**Annexure-1: Disability Awareness Orientation -Gallery**

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| WinVinaya Team conducting ISL Sprint in  a corporate  In Person Experiential ISL Sprint  WinVinaya Team conducting Sensory Safari in a corporate  In-Person Experiential Sensory Safari | WinVinaya Team conducting Disability Awareness Orientation in a corporate  In Person Disability Awareness Orientation  WinVinaya Team conducting ISL Sprint in a college  In-Person Experiential ISL Sprint in a college |
| Online Session on Screen Reader DemoOnline Session about Screen Reader Demo | Online Session on Disability SensitizationOnline Session on Disability Sensitization |