



Creating an inclusive ecosystem for
Persons with Disabilities



About Us

The **SAY Foundation** aims to create an inclusive ecosystem for people with disabilities to empower them and help them become financially independent self-sustainable and productive contributors of our nation.

Our Core Values & Philosophy

EQUITY

EMPATHY

ENGAGEMENT

EMPOWERMENT

Focus of SAY Foundation is to

- Create an inclusive ecosystem for Persons with Disabilities (PwDs)
- Empower the PwDs to become self - reliant, financially independent and productive contributors of the society
- Collaborate with a diverse set of stakeholders including Govt., Corporates, Non-Governmental Organizations, Associations, Communities
- Build diversity and Inclusiveness in organizations & other stakeholders (& not just improve Male-Female ratio)





WHAT

are our key objectives as SAY Foundation?



"what?"

In Indian Sign Language



W

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Employers

Enable organizations be leaders in the Diversity & Inclusion with special focus on Disability Index

Policy Advocacy

Strong proponents in Policy advocacy for the rights of PwDs and influence the decision makers in government, private sector and society at large

Persons with Disabilities (PwDs)

Enable PwDs to realize their potential and promote a more inclusive world

NGOs and communities

Collaborate with complementing NGOs by creating a complete eco-system for all stakeholders to contribute to improve PwDs' lives.





are we going to achieve our key objectives?



"How?"
In Indian Sign Language



Employers

- Assist in creating *well-developed disability-inclusion practices*
- Help fulfil your need to build at least a minimum 4% of PwD workforce.
- Provide End to End placement services & support
- Help increase awareness regarding the PwDs
- Hiring pipeline, skill development initiatives through partner NGOs

Artificial
Intelligence
based Job
portal

Resume data
base of PwDs
and job
postings

Different
assessments & hiring
practices customized
for PwDs)

Job Analysis to
identify the
roles fit for
PwDs.

Train Mgmt/
Supervisory roles &
make them aware of
the challenges of PwDs

✓ Empathize (& not
Sympathize)

✓ Help reduce the
stigma for them

✓ Their
needs

✓ Infrastructure
support



are we going to achieve our key objectives?

Persons with Disabilities

- Empower through AI-Powered Job Portal to facilitate PwDs through voice command & translation support
 - To ably register on the portal, explore opportunities in their domain, industry, location and working hours through the platform which gives power to the PwDs community
 - Develop Resumes of PwDs, Interview Support
 - Relevant Skill Training through our partner NGOs, and institutes
 - Assist in apprenticeship and training opportunities and certifications
- ✓ To become financially independent
 - ✓ To connect them with the larger community
 - ✓ To upskill them for current and future job opportunities
 - ✓ To realize full potential towards gainful employment
 - ✓ To facilitate interactions through an AI-Powered Job Portal with the prospective employers
 - ✓ To be an active stakeholder in policy advocacy towards their upliftment and growth





are we going to achieve our key objectives?

NGOs and communities

- Provide livelihood opportunities for their PwDs
- Collaborate with different complementing NGOs to enable training, facilities, jobs for PwDs
- Help create a mutually supportive community
- Identify & Create Brand Ambassadors in the industries especially those PwDs in senior positions (mentors/ champions/ Key Opinion Leader)

Policy Advocacy

- Actively work with government and corporate / NGOs to improve facilities for PwDs
- Leverage industry leaders, celebrities who are PwDs to support various causes for the PwD communities
- Create a Disability inclusion index to recognize organizations who are leaders in making their work environment a thriving space for PwDs



are the PwDs?

PHYSICAL DISABILITY

Locomotor Disability	<ul style="list-style-type: none"> • Leprosy Cured Person • Cerebral Palsy • Dwarfism • Muscular Dystrophy • Acid Attack Victims
Visual Impairment	<ul style="list-style-type: none"> • Blindness • Low Vision
Hearing Impairment	<ul style="list-style-type: none"> • Deaf • Hard of Hearing
Speech and Language Disability	

INTELLECTUAL DISABILITY

- Specific Learning Disabilities
- Autism Spectrum Disorder

MENTAL BEHAVIOUR (MENTAL ILLNESS)

DISABILITY CAUSED DUE TO-

Chronic Neurological Conditions	<ul style="list-style-type: none"> • Multiple Sclerosis • Parkinson's Disease
Blood Disorder	<ul style="list-style-type: none"> • Haemophilia • Thalassemia • Sickle Cell Disease

MULTIPLE DISABILITIES

Persons with "benchmark disabilities" are defined as those certified to have at least 40 per cent of the disabilities specified above.

KEY STRENGTHS

Display extraordinary ability to comprehend and follow instructions

Heightened senses & Sharp memory

Loyal, Committed

Perseverance & Persistent

Highly focused & Stable

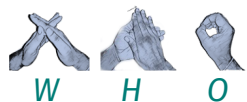
Sincere & Hard working

Disciplined & Dedicated

Innovative & precision oriented



"Who?"
In Indian Sign Language





Famous Disabled Persons

Arunima Sinha, Conquered Mount Everest
Ravindra Jain, reputed Music Director
Ira Singhal, IAS
Jyoti Amge, Guinness World Record Holder
Abhishek Bachchan, Actor
Sudha Chandran, Actor & Dancer
Jaipal Reddy, Indian Union Minister
Bharat Kumar, Para-Swimmer with 50 medals
Lalit Kumar, National Award winner
Boniface Prabhu, Padmashree awardee
Ajit Jogi, Chief Minister, Chhattisgarh
Javed Abidi, Activist
Suresh Advani, Reputed Oncologist

Famous Disabled Persons - India

<https://wecapable.com/famous-disabled-persons-india/>

Famous Disabled Persons - World

<https://wecapable.com/famous-disabled-people-world/>

Louis Braille, Inventor
Andrea Bocelli, Singer, Flute, Fiddle Player
John Nash, Nobel Prize Winner
Franklin D. Roosevelt, US President
Stephen Hawking, Scientist
Muhammad Ali, Boxer
Peter Dinklage, Game of Thrones actor
Michael J. Fox, Actor
Hellen Keller, Author & Activist
Frida Kahlo, Mexican Painter
Lewis Carroll, Author
Nick Vujicic, Motivational Speaker

- Organizational benefits



"OUTCOME"
In Indian Sign Language

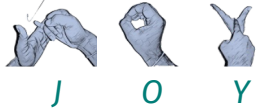


- ✓ 30% Higher Profitability and value creation of companies due to well-run disability community outreach program
- ✓ 28% higher revenue with low staff turnover/ attrition rates, lower absenteeism
- ✓ Double the net income with reputational benefits
- ✓ Gains more than offset the cost of accommodating persons with disabilities
- ✓ Tax incentives - award and financial assistance on EPF and ESI for 3 years towards promoting the agenda
- ✓ Magnet for talent as Inclusive workplaces have a broader customer base, spur more innovation, offer a better quality of life for all
- ✓ Positive culture of support and inclusion by providing training, offering leadership opportunities, have role models and create allies in the Organization.
- ✓ Competitive, Committed, Compassionate workplace
- ✓ Responsible Corporate Citizen & Role Model to other Organizations by promoting diversity and inclusion not only in Gender, race, ethnicity but inclusive with PwD too

100% **JOY** in making organizations disabled-inclusive



"JOY"
In Indian Sign Language



Say Foundation - Right Partner for you in bringing JOY

High Maturity:

Great success in making PwDs inclusive in our orgs for 10 years

TCS, Lemon Tree, J W Marriot, Jubliant, Gordon Food Service, Boston Scientific

Moderate Maturity:

We are loving it - Loads of benefits hiring PwDs over the last 5 years

JP Morgan, Accenture, SAP, Microsoft, T-Mobile, Capgemini, Deloitte, IBM, Wipro, Mphasis

Where are you in this Journey of bringing JOY?

Start-Ups:

We entered this segment just now. Wonderful experience

Caterpillar, Dell Technologies, Mirakle Couriers, UBS

How to Start?

Heard a lot about PwDs

We want to, but we don't know how:

We have read a lot about PwDs and empathize

Snapdeal, Flipkart, Amazon, MakeMyTrip



THANK YOU



"THANK YOU"
In Indian Sign Language



**HEAR OUR
SIGN**

 **THE SAY
FOUNDATION**

CAUSE CREATES COMPETENCE & CHARACTER

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