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Transforming Lives Through Diversity and Inclusion **NEWSLETTER**
OCTOBER - DECEMBER 2021

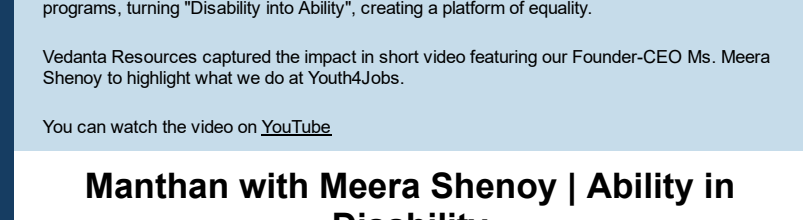


Two years into the Pandemic has left persons with disabilities disproportionately affected. The youth, many of whom were laid off, had to come home to their families, none of whom had any source of livelihoods. These youth were doubly disadvantaged: Being disabled and being unemployment. They could not even get food for their families.

Many of our alumni volunteered for outreach and awareness around their homes by stitching and distributing masks or by cooking food and giving it to those with multiple disabilities. Our youth put the need of others over their own, despite their own difficulties. And they have been an inspiration for us.

We also realized we had to continue our work on skilling and connecting youth with disabilities to jobs during these COVID times since the ask from parents and youth with disabilities was "What we need is a Job."

Saluting the Bravehearts: Vedanta | Meera Shenoy

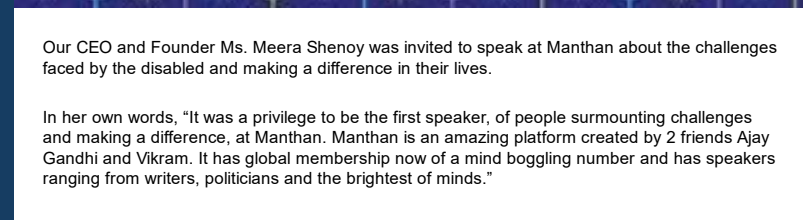


Meera Shenoy is a beacon of hope to our youth. When she saw people struggling to find employment, she launched Youth4Jobs Foundation to support disabled youth with skill training programs, turning "Disability into Ability", creating a platform of equality.

Vedanta Resources captured the impact in short video featuring our Founder-CEO Ms. Meera Shenoy to highlight what we do at Youth4Jobs.

You can watch the video on [YouTube](#)

Manthan with Meera Shenoy | Ability in Disability

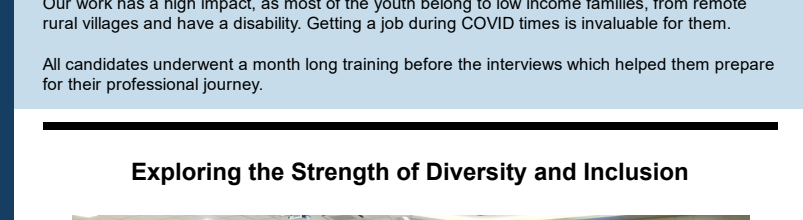


Our CEO and Founder Ms. Meera Shenoy was invited to speak at Manthan about the challenges faced by the disabled and making a difference in their lives.

In her own words, "It was a privilege to be the first speaker, of people surmounting challenges and making a difference, at Manthan. Manthan is an amazing platform created by 2 friends Ajay Gandhi and Vikram. It has global membership now of a mind boggling number and has speakers ranging from writers, politicians and the brightest of minds."

You can watch the complete video on [YouTube](#)

Dreamers. Thinkers. Doers.



Covid times sectors like manufacturing supported our work. For example in Ahmednagar with youth placed in various companies across different WISE centre in a reputed manufacturer of automotive parts and consumer durables. Likewise in Chennai, placed in companies like in Michelin.

Our work has a high impact, as most of the youth belong to low income families, from remote rural villages and have a disability. Getting a job during COVID times is invaluable for them.

All candidates underwent a month long training before the interviews which helped them prepare for their professional journey.

Exploring the Strength of Diversity and Inclusion



A series of workshops were conducted across the country with the sole intention of spreading awareness and inclusion of people with disability at the workplace.

Participants were sensitized about **Do's and Don'ts** of interacting with persons with disabilities.

Over **600** employees including Managers, HR, and Peers from organizations like Amazon FC, Allianz Technology, Cummins, Avery Dennison, JPMC, Mashreq Bank and DHL took part in our series of workshops that cover subjects like Best Practices, Challenges and Barriers faced by Persons with Disability, and simple interventions and solutions that can be adopted in workplaces to adequately accommodate employees with disability.

Celebrating Differences to Create Inclusive Workplaces



The Youth4Jobs Corporate Connect Team conducted a series **Indian Sign Language** workshops at major organizations like **Lenovo, Schindler, Tata Sustainability and Fiserv** to ease communication between employees.

The workshop also explored how organizations and employees can help make their communication systems and habits seamless and accessible for persons with disability thus building workplaces that are inclusive.

Our College Connect Network Expanded



Our College Connect program has been a beacon in the storm that is the ongoing pandemic. Through the dedicated hard work of our team we are happy to share that we have added to our Network of Colleges / Universities such as the Vasavi Degree College (Vizakhapatnam) along with a slew of others that are in the pipeline.

Our team has also been actively advocating for the rights of persons with disability by continuously meeting with corporates and govt. officials. The local government even released an official Press-note in appreciation of our work. Y4J will organize a Joint Job Fair with the Andhra Pradesh State Govt in early next year.

Goodness finds its way through Art!



A never before collaboration of 4 amazing organizations!

[Goethe-Zentrum Hyderabad](#), [Atypical Advantage](#), [India Inclusion Summit](#) (Art for Inclusion) and [Youth4Jobs Not Just Art](#) came together to bring 13 artists with disabilities to express their "Art from the Heart".

The exclusive paintings are extremely inspirational and full of meaning. The event was presided over by Mr. Suresh Chukkappalli, Chairman of Phoenix group and Honorary Consul of the Republic of Korea.

The paintings were curated by Ms. Koeli Mukherjee Ghosh.

You can watch the Inauguration ceremony on [YouTube](#).

You can view the art works and purchase them via the [Virtual Exhibit Here](#)

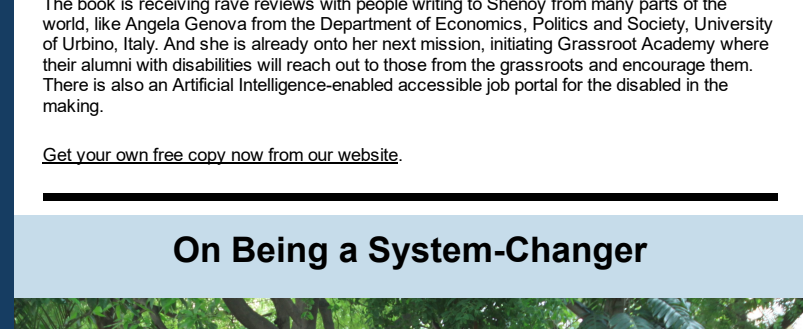
LAUNCH OF Y4J'S COVID BOOKLET OF INSPIRATIONAL STORIES



Our Daan (Contributions) towards our youth with disabilities for DaanUtsav2021 (Festival of Urbino, Italy), And she is already onto her next mission, initiating Grassroot Academy where their alumni with disabilities will reach out to those from the grassroots and encourage them. There is also an Artificial Intelligence-enabled accessible job portal for the disabled in the making.

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Identifying Ability in Disability



We celebrate the courage and abilities of our alumni, struggling fearlessly to join our training, attend job interviews and join jobs, amid lockdowns and COVID fears.

Our book chronicles stories of 50 disabled bravehearts who braved the pandemic to find jobs.

Reinventing the very definition of 'hero' is the book *50 Stories - Jobs for the Disabled during COVID Times*, which puts forth stories of those youngsters whose mission was to strive, to seek and to find jobs and not to yield to an impending pandemic or their own disability. There is no glamorizing the hero trope here, these are real and inspirational stories. "For kids growing up, the idea of a hero is associated with either glamour, money or power. But in the long run, we all know that you need to be a leader with a purpose. So, we are broadening the definition of a hero."

The book is receiving rave reviews with people writing to Shenoy from many parts of the world, like Angela Genova from the Department of Economics, Politics and Society, University of Urbino, Italy. And she is already onto her next mission, initiating Grassroot Academy where their alumni with disabilities will reach out to those from the grassroots and encourage them. There is also an Artificial Intelligence-enabled accessible job portal for the disabled in the making.

[Get your own free copy now from our website.](#)

On Being a System-Changer

Givelandia, India's largest donation platform invited our CEO, Ms. Meera Shenoy to write a blog on WorldSkills Day. [Click here](#) to read this insightful article.

PLACEMENTS IN COVID TIMES



Nikhil Shanbagh, Mumbai

This is Nikhil Shanbagh, unemployed for a few years because society could not look past his disability. We helped him find employment with a multinational company.

It took us a few months to find the right fit for Nikhil. When we did, both he and his were overwhelmed and called to tell us how we had achieved the impossible for him, which was not finding any random job but one that was the perfect fit for him.

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