

Kshama Rangan

Engineer-turned-social-entrepreneur, redesigning the systems that decide who gets to earn, compete, and belong.

Founder, Kshamata Group (Bengaluru)

Short bio 50 words

Kshama Rangan is an engineer-turned-social-entrepreneur and founder of the Kshamata Group (Bengaluru), which redesigns the systems that decide who gets to earn, compete, and belong. Through four ventures spanning women's livelihoods, disability, and technology, her work has reached 550+ women and 600+ persons with disabilities to date.

Standard bio 100 words

Kshama Rangan is an engineer-turned-social-entrepreneur who redesigns the systems that decide who gets to earn, compete, and belong. After a decade building large-scale technology programmes for global institutions — including Capital One and Lloyds TSB, across the UK and India — she turned that systems-thinking to a harder problem: why capable people are still locked out, and how to design them back in. That became the Kshamata Group (Bengaluru): four ventures spanning women's livelihoods (STREE), the Ability Sports League (India's IPL-style wheelchair cricket tournament), inclusive technology (KST Solutions), and inclusion research (Kshamata Innovation Foundation). Her guiding idea: inclusion by design — belonging engineered in from the start, not bolted on afterwards.

Full bio 250 words

Kshama Rangan is an engineer-turned-social-entrepreneur who redesigns the systems that decide who gets to earn, compete, and belong.

She spent a decade building large-scale technology programmes for global institutions — including Capital One and Lloyds TSB, across the UK and India — work that taught her to see problems as systems to be re-architected rather than symptoms to be managed. Then she turned that same systems-thinking to a harder question: why capable people are still locked out, and how to design them back in. That conviction became the Kshamata Group (Bengaluru), built on one belief — inclusion is a right, not a favour.

Today she leads four interconnected ventures. STREE is a livelihoods movement for women from challenged backgrounds: 550+ women, many of whom had never earned before, now run real businesses — 81% of them still earning long after the programme ends. The Ability Sports League (ASL T20), India's IPL-style wheelchair cricket tournament, brings 600+ persons with disabilities from the sidelines to centre stage — sport as a belonging engine. KST Solutions, her technology arm, proves inclusion and commercial-grade tech aren't a trade-off. And the Kshamata Innovation Foundation drives the inclusion research and capability-building that underpins it all.

Her leadership has been recognized with the REVA University Women Empowerment Award (2021), the Rotary International Vocational Excellence Award (2022), a place among Women Entrepreneur India's

Top 10 Women Leaders (2023), and research recognition from ICBT Cambridge (2024).

Her guiding idea is inclusion by design: build the ramp first, and the whole system works better for everyone.

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