

Kshama Rangan

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

Founder, Kshamata Group (Bengaluru) · Bengaluru, India

What she does

Kshama Rangan founded the Kshamata Group (Bengaluru) — a family of four interconnected ventures built on one belief: **inclusion is a right, not a favour**. Her guiding idea is *inclusion by design* — belonging engineered in from the start, not bolted on afterwards.

VENTURE	HER ROLE	WHAT IT IS
STREE	Founder (2020–)	A livelihoods movement for women from challenged backgrounds
Kshamata Innovation Foundation	Executive Director (2020–)	Inclusion research and capability-building
KST Solutions	CEO (2021–)	Technology arm — inclusive, commercial-grade products
Ability Sports League (ASL T20)	Head of Tournament (2024–)	India's IPL-style wheelchair cricket tournament

Impact to date

550+

women running businesses

69%

had no income before STREE

81%

still earning after

₹20k

to make one self-sustaining

600+

persons with disabilities via ASL

The arc

- ~10 years — engineer building large-scale technology programmes for global institutions including Capital One and Lloyds TSB, across the UK and India
- Then — turned that systems-thinking to why capable people are still locked out, and how to design them back in
- 2020–present — founder and leader of the Kshamata Group

Recognition

- REVA University Women Empowerment Award (2021)
- Rotary International Vocational Excellence Award (2022)
- Women Entrepreneur India — Top 10 Women Leaders (2023)
- ICBT Cambridge — Research Paper Recognition (2024)

Speaks on · Featured in

Speaks on: inclusion by design · women's economic empowerment · disability & dignity · technology for social good

Featured in: The Week · The Tribune (ASL T20 coverage)

Quote bank

Pre-approved soundbites, organised by message pillar. Safe to quote.

Inclusion by design, not charity

"Inclusion is a right, not a favour. My job is to build the ramp first — because when you do, the whole system works better for everyone."

"I'm an engineer. When I see capable people locked out of a system, I don't want to catch them one by one — I want to redesign the system so it stops shutting them out."

Proof, not promise

"We don't measure ourselves in good intentions. At STREE, 69% of the women came to us with no income at all — and 81% are still earning long after the programme ends. That's the number I care about."

"It costs about ₹20,000 to turn one woman who has never earned into a self-sustaining entrepreneur. When people ask what social change costs, I can give them a figure — and a return."

Sport as the on-ramp to dignity

"The Ability Sports League is India's IPL-style wheelchair cricket tournament, and it does something a report never could: it takes 600+ people with disabilities from the sidelines to centre stage. Sport is a belonging engine."

"Put wheelchair cricket on a real field with real crowds and something shifts. People stop seeing disability and start seeing an athlete. That's the whole point."

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Naming note for press: first mention "Kshamata Group (Bengaluru)"; lead with "Kshama Rangan, who leads the Ability Sports League."
Figures current as of July 2026.