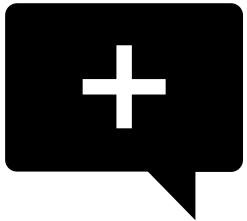


Session Barcamp Gender & Inclusion



Session Title:

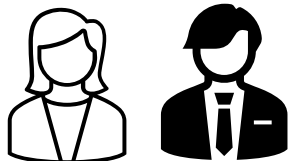
Conscious efforts for an enabling environment for disability inclusion (Ghana)

- ▶ This session will discuss **best practices and strategic approaches** to disability inclusion



Questions to be discussed:

- How can we ensure access to quality education, jobs & professional growth for all?
- How can companies/ institutions make conscious efforts to include persons with disabilities?



Hosts of the session are:

Collins Losu, Hanna Schlingmann



Brief introduction

GIBT:

- Ghana
- IT Training Provider
- Empowering young talents in Ghana with future-relevant IT skills

DigiCAP:

- Ghana
- AFOS Foundation project funded by the Special Initiative on Training and Job Creation
- Enable educational institutions to offer market-relevant and practise-oriented IT Capacity Building

We invite you to start with some personal reflection:

1. When was the first time that you met a person with disability and what did you think about them?
2. In your organisation/ project, would a person with disability meet effective working conditions?
3. Do you think it is important to include persons with disabilities in the companies/ organisations/ projects you work with and why?

GIBT best practice

- Regular internal capacity building trainings
- Proactive inclusive acting
- Proactive inclusive communication
- Inclusive marketing material
- Awareness raising via social media
- Paid inclusion team
- PWD employees in leadership
- Role models
- Inclusion awards
- Experience
- Strategic partnership building



DigiCAP inclusion approach

So far:

- Vision to have PWD joining the training programmes
- PWD recruitment workshop

In the planning:

- New PWD team member
- Development of an inclusion strategy:
- Closer collaboration the partner institutions (and their inclusion teams)
- Inclusion sensitization for companies
- Strategic marketing in next recruitment phase

Challenges:

- Partner institutions and companies do not have an inclusion strategy

Time for reflection:

Did GIBT best practice inspire you in any way?



What are the benefits of including persons with disabilities in your organisation?

What are the benefits of including persons with disabilities in your organisation?

- Stand international recognition
- Become the go-to institution for PWD
- Widen your client base, increase your revenue
- Upskill PWD so their talents will be made use of to build the society
- Engaging PWD reduces unemployment among PDW
- Making use of special skills that PWDs have
- ...

THANK YOU