



Companies, aim for the inclusion of people with disabilities in your teams!

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.



Policies & Leadership

HR & Management

Internal Culture

Physical & Digital Accessibility

Tailored Partnerships

Committing to inclusion in all its dimensions

Red Enlace’s experience in Bolivia



© Red Enlace



Issue at stake

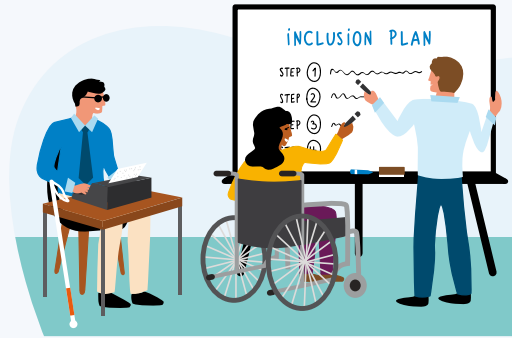
Companies and institutions provide limited employment opportunities for people with disabilities due to the preconception of disability as a problem that requires effort and resources, and which is associated with welfare and not with the recognition of their productivity.



Good practice

Solutions implemented

Red Enlace worked on an action plan in the short, medium and long terms to implement inclusive practices in the company.



Implementation steps

1

Identifying the company's inclusive practice needs whilst considering institutional priorities. This analysis was carried out by one of the project's technical professionals.

2

Drawing up an action plan based on the needs of the company and its goals in the short, medium and long terms, according to the five dimensions of inclusiveness. One of its first priorities being to recruit people with disabilities in the short term.

3

Identifying a focal point at Human Resources who, in coordination with project staff, implements a schedule of meetings to identify progress and make adjustments.

4

Providing employees with information and awareness on disability and inclusion to reduce attitudinal barriers through participative and experiential methodologies (cf. factsheet on internal culture).

5

Implementing the other priority activities in the action plan.

Necessary means & success factors



Budget for information and awareness sessions, and budget for reasonable adjustments if necessary;



Involvement of company decision-makers and local partners (disabled people's organisations);



Informing the company's staff members about the project before its launch in order to involve them as facilitators of inclusion from the outset.

Outcomes



Five people with physical and motor disabilities were hired over two months;



The process allowed the company to strengthen its internal culture.

To go further



From 2022, HI can advise you on your inclusion journey through its "Inclusive Employer" technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: ita@hi.org

Funded by

