



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

Policies & Leadership

HR & Management

Internal Culture

Physical & Digital Accessibility



Tailored Partnerships

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.

Joining forces to change attitudes on disability



Webhelp's experience in Morocco



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Issue at stake

In a given employment area, companies often share the same professional profiles due to increasing inter-company mobility. The types of discrimination are therefore often common to all these companies. Isolated work on these types of discrimination may only have a short-term impact.



Good practice

Solutions implemented

The company Webhelp and HI organised a collaborative day with different activities focused on the inclusion of people with disabilities. It brought together job seekers with disabilities, employees and managers from different companies, some of whom had disabilities, and associative and institutional partners. This involved:



Implementation steps

1

Setting up an organising committee within the company and defining the activities – cooking workshops, Blind Football, art therapy, yoga and a fun conference on digital accessibility and workstation accommodation.

2

Identifying facilitators in the company and partners, mainly disabled people's organisations.

3

Integrating a “CV workshop” for jobseekers with disabilities wishing to join the companies invited.

4

Sending a registration form by email to all the actors invited so that they could choose their activities and, on this basis, form teams mixing people with disabilities and other participants.

5

Filming and photographing the day to continue raising awareness by communicating about the event.

Necessary means & success factors



Mixed teams to participate in activities;



Experts in their field to facilitate the workshops;



Presence of managers, recruiters and business leaders;



A large, accessible space, ideally owned by the company.

Outcomes



A collective and convivial day, to share a different view of disability;



Twelve participating companies;



Twelve young people with disabilities obtained an internship or a job as a result of this event.

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



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