



Inclusion International @InclusionIntl

Jun 20 · 13 tweets · [InclusionIntl/status/1538847231045996544](https://twitter.com/InclusionIntl/status/1538847231045996544)

Thank you to [@iddcconsortium](https://twitter.com/iddcconsortium) for the opportunity to participate in the [#COSP15](https://twitter.com/hashtag/COSP15) Expo on [#EconomicEmpowerment](https://twitter.com/hashtag/EconomicEmpowerment) and share our [#InclusiveWorkplaces](https://twitter.com/hashtag/InclusiveWorkplaces) Toolkit developed through [#InclusiveFutures](https://twitter.com/hashtag/InclusiveFutures)!

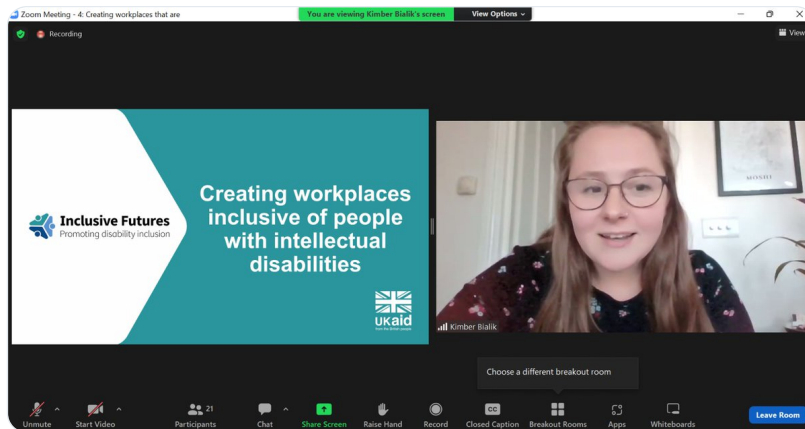
Hear our key messages from the event in the thread below:



The screenshot shows a tweet from the account @iddcconsortium. The tweet text reads: "STARTING IN FEW MINUTES An online exposition on #EconomicEmpowerment & #Entrepreneurship of Persons w/ #Disabilities where you will be able to move between virtual booths 🖱️ REGISTER: bit.ly/3O7zEJ0". Below the text is a promotional graphic for the "COSP15 Side Event: Virtual Expo". The graphic includes the text: "Side event: Economic empowerment and entrepreneurship of persons with disabilities", "Date: Friday 17 June", and "Time: 8.30am EST / 1.30pm BST". At the bottom of the graphic are logos for IDDC, Inclusive Futures, and UKaid. The tweet is timestamped "12:29 PM · Jun 17, 2022" and includes interaction options for heart, reply, and copy link. A button at the bottom of the tweet says "Explore what's happening on Twitter".

The screenshot shows a Zoom meeting interface. On the left, a slide is displayed with the Inclusive Futures logo and the text "Promoting disability inclusion". The main text on the slide reads "Creating workplaces inclusive of people with intellectual disabilities" and features the UKaid logo. On the right, a video feed shows a woman with glasses, identified as Kimber Blaik. The Zoom control bar at the bottom shows 21 participants, a chat icon, a mute icon, a video icon, a screen share icon, a refresh icon, a cloud icon, a poll icon, a help icon, and a "Leave Room" button.

People with intellectual [#disabilities](#) are one of the groups most excluded from the labour market - employers tell us that they don't understand "how" to include people with intellectual disabilities in their workplaces.



For us, this is about "real jobs for real pay" - people with intellectual disabilities in jobs they choose themselves, in workplaces where people with and without disabilities work together, where they are paid fairly and equally for their work, and with good support.

A graphic with a light grey background. At the top left is the "Inclusive Futures" logo and text. At the top right is the "Inclusion international" logo, which includes a green circular icon with a white checkmark. Below the logos, the text "Real Jobs for Real Pay" is written in a teal color. Underneath that, the text "People with intellectual disabilities....." is written in bold black. At the bottom, there is a bulleted list of four points in bold black text:

- in jobs they chose themselves
- in workplaces where people with and without disabilities work together
- with access to the support they need
- paid fairly and equally for their work

To understand what the challenges were for [#RealJobsForRealPay](#), through the [#InclusiveFutures](#) project we consulted with:

- 👤 27 employers
- 👨👩👧 45 families of people with intellectual disabilities
- 🧑 54 people with intellectual disabilities

Inclusive Futures

Inclusion international

Inclusion Works

- July 2019 – June 2022
- Implemented in Kenya, Uganda, Nigeria, and Bangladesh
- Aimed to make the labour market more inclusive for people with disabilities through interventions with governments, employers, jobseekers with disabilities, OPDs, and more



Families told us that they are the primary supporters for people with intellectual disabilities, but most [#InclusiveEmployment](#) programming leaves them out. Engaging families is essential for inclusive employment & livelihoods work to include people with intellectual disabilities!

We talked to 27 [#employers](#) in Kenya, Uganda, Nigeria, and Bangladesh through [#InclusiveFutures](#) - they told us that they didn't understand how to include people with disabilities, and that they needed tools and resources to become more inclusive.

Inclusive Futures

Inclusion international

Why aren't employers hiring people with intellectual disabilities?

Employers told us.....

- Lack of understanding about intellectual disability
- Concerns that reasonable accommodation will be too expensive
- The support that people with intellectual disabilities need is unclear
- People with intellectual disabilities are difficult to reach
- There are concerns about how other employees or customers will react to people with intellectual disabilities being included
- The charity model is the primary motivation for hiring

We created the [#InclusiveWorkplaces](#) Toolkit to help employers understand what action to take to make their workplace more inclusive.

We took the advice self-advocates and families told us about what good workplace inclusion looks like, and turned it into guidance for [#employers](#).

The screenshot shows the cover of 'The Inclusive Workplaces Toolkit'. At the top left is the 'Inclusive Futures' logo. At the top right is the 'Inclusion international' logo with a green circular icon. The title 'The Inclusive Workplaces Toolkit' is prominently displayed. Below the title, under 'Topics covered:', there is a list of eight topics. To the right is a smaller image of the toolkit cover, which includes the logos for 'Inclusion international' and 'Inclusive Futures', the title 'Including People with Intellectual Disabilities in the Workplace: A Guide for Employers', and the 'ukaid' logo at the bottom right.

Inclusive Futures

The Inclusive Workplaces Toolkit

Topics covered:

- Inclusive workplace culture
- Identifying roles
- Inclusive recruitment
- Inclusive interviewing
- Inclusive hiring
- Support and reasonable accommodation
- Inclusive communications
- Inclusive policy environments

Inclusion international

The Inclusive Workplaces Toolkit

Inclusion international

for

Inclusive Futures
Promoting disability inclusion

Including People with Intellectual Disabilities in the Workplace:
A Guide for Employers

ukaid

Each section of the toolkit gives [#employers](#):

- 📖 Guiding questions to help find their starting point
- 📖 Actionable steps for workplace inclusion
- 📖 Templates and resources like plain language contracts and job descriptions to use in their workplace

This is an identical screenshot to the one above, showing the cover of 'The Inclusive Workplaces Toolkit' with the same logos, title, and list of topics.

Inclusive Futures

The Inclusive Workplaces Toolkit

Topics covered:

- Inclusive workplace culture
- Identifying roles
- Inclusive recruitment
- Inclusive interviewing
- Inclusive hiring
- Support and reasonable accommodation
- Inclusive communications
- Inclusive policy environments

Inclusion international

The Inclusive Workplaces Toolkit

Inclusion international

for

Inclusive Futures
Promoting disability inclusion

Including People with Intellectual Disabilities in the Workplace:
A Guide for Employers

ukaid

The [#InclusiveWorkplaces](#) toolkit is now live and available to download on Inclusion International's website!



<https://inclusion-international.org/resource/inclusive-workplaces-toolkit/>

Inclusive Futures

The Inclusive Workplaces Toolkit

Topics covered:

- Inclusive workplace culture
- Identifying roles
- Inclusive recruitment
- Inclusive interviewing
- Inclusive hiring
- Support and reasonable accommodation
- Inclusive communications
- Inclusive policy environments

Inclusion international

Inclusive Futures
Promoting diversity, inclusion

Including People with Intellectual Disabilities in the Workplace:
A Guide for Employers

UKaid

The [#InclusiveWorkplaces](#) Toolkit makes it clear to [#employers](#) that including people with intellectual disabilities is much easier and much less expensive than they think - most action points in the toolkit can be implemented for free!


Inclusive Futures

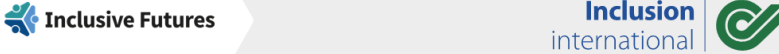
Inclusion international

Key messages for employers

- The most important accommodations are flexibility, clear communication, and open dialogue
- Support and accommodations are not expensive and can be easily implemented
- The accommodations that people with intellectual disabilities are asking for actually make workplaces better for everyone
- It's not about putting people into jobs, it's about creating inclusive work environments

Not only are [#InclusiveWorkplaces](#) important for including people with intellectual disabilities, they make the workplace a better place for everyone to work!

 Workplaces that communicate well, are flexible, and that provide good support are places everyone wants to work.



Inclusive Futures

Inclusion international

Key messages for employers

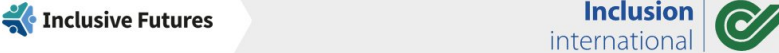
- The most important accommodations are flexibility, clear communication, and open dialogue
- Support and accommodations are not expensive and can be easily implemented
- The accommodations that people with intellectual disabilities are asking for actually make workplaces better for everyone
- It's not about putting people into jobs, it's about creating inclusive work environments

To learn more about our [#InclusiveWorkplaces](#) toolkit and our guidance for [#employers](#), download the full toolkit below:



<https://inclusion-international.org/resource/inclusive-workplaces-toolkit/>

Thank you to [@iddconsortium](#) for the opportunity to share this important work from [#InclusiveFutures!](#)




Inclusive Futures

Inclusion international

The Inclusive Workplaces Toolkit

Topics covered:

- Inclusive workplace culture
- Identifying roles
- Inclusive recruitment
- Inclusive interviewing
- Inclusive hiring
- Support and reasonable accommodation
- Inclusive communications
- Inclusive policy environments



The Inclusive Workplaces Toolkit

Inclusion international
for
Inclusive Futures
Promoting disability inclusion

Including People with Intellectual Disabilities in the Workplace:
A Guide for Employers

UKaid

[@threadreaderapp](#) unroll please

• • •