



## **SENSITIZATION AND AWARENESS WORKSHOP TO INCLUDE PERSONS WITH DISABILITIES IN BANKS (MQA Approved)**

### **1. Aim of Workshop**

The Workshop aims at creating awareness among banks through simulation based discussions to explore potential employment opportunities for people with different disabilities and to work towards creating an eco-sphere to have an inclusive workplace by recognizing “ability in disability”

### **2. Brief Background:**

Bank staff who come in direct contact with the Persons with Disabilities (PwD) employee at the work place are the biggest enablers/disablers for inclusion in the workforce. Sensitization for them becomes an important agenda in inclusive hiring initiatives. Once they are sensitized and understand the value proposition with the PwD, it leads to successful inclusion and long term benefits to them and the company.

### **3. Objective of the workshop:**

- To educate the participants on the abilities and competencies of PwDs.
- To raise awareness among the participants about Disability.
- To bring shift in the mindset/attitude towards the PwD as a valuable resource for the organization.
- To help the participants identify roles which people with different disability can work in their various functions.
- To equip the participants with the tools and techniques for successful inclusion with productive diverse teams.
- To make the participants realise how a PwD can be an effective team player.
- To create an enabling environment for PwD to work with sensitive colleagues.

### **4. Methodology**

The methodology is based on **5E** approach:

- **Exposure:** The participants are exposed to Disability.
- **Experience:** Each participant experience Disability and start identifying and appreciating Abilities.
- **Engage:** Participants will be engaged in working with the PwD.
- **Explore:** Participants start exploring opportunities and possibilities of having PwD as workforce.
- **Employ:** Participants will make action plan on how they will enable, promote and make their workplace inclusive with adaptations and accommodation

## **5. Coverage/Topics:**

- Why should banks bother about the Disabled?
- Is Disability a mental barrier or physical constraint?
- How it makes business sense and not just CSR to hire the disabled?
- Do banks know the right Language – Terms, Vocabulary used while working or referring a PwD?
- Equal opportunity policy adoption.
- Who are hiring PwDs and How?
- Identifying Job roles and adaptations (Group Activity).
- Laws and Acts related to persons with disability.
- Dealing with Disabled persons.
- Benefits for banks to employ disabled persons.

## **6. Action Plan towards the end of the workshop**

- Creating employment opportunities for PwDs in their respective functions/roles.
- Creating a workplace accessibility – not just infrastructural but attitudinal.
- Creating an ecosphere where PwD colleague perform the best.
- Coming closer to Disability Issues with – Daily chores, Weekly meetings & monthly reviews.

## **7. Target Audience**

This Workshop is mainly targeted towards HR and CSR Managers of banks.

## **8. Venue**

Mauritius Bankers Association Limited, Level 15, Newton Tower, Sir William Newton Street, Port-Louis.

**Date:** Wednesday 11<sup>th</sup> October 2017

**Cost:** A participation fee of Rs 2,000 per attendee to cover the trainer's fees, certificate of attendance and other incidentals.