

## Disability Mainstreaming

*"When all South Africans are given equal access to all their rights and responsibilities, a better future is possible for all our people" - SAHRC, November 2002.*

In developing countries like South Africa, implementation of the Millennium Development Goals must focus on strengthening human rights, democracy and good governance as specified in the Millennium Declaration. By mobilising domestic resources and prioritising budget expenditure, the UN Convention on the Rights of Persons with Disabilities can be expedited, placing the continent in an equitable position to achieve the global 2015 targets.

The agenda of development, human rights and the fight against extreme poverty are inextricably linked. People living in poverty and with Disabilities must be empowered to participate in decision-making processes and policies that affect them. Security cannot thrive amidst starvation; peace cannot be achieved without alleviating poverty and neither can exist in the absence of a better environment. Only an inclusive, peaceful society can work towards creating institutions which are fully committed and inclined to equal development in order to free itself from human rights abuses and social injustices.

A few known facts reported globally:-

- One in five of the world's poorest have a Disability (World Bank estimate).
- Only 2% of people with Disabilities in developing countries have access to rehabilitation and appropriate basic services.
- 20 million women a year suffer Disability and long-term complications as a result of pregnancy and childbirth.
- 1 to 2% of children with Disabilities in developing countries receive an education.

Disability Mainstreaming relies on the coordination and collaboration of various disciplines to obtain administrative efficiencies and risk management and primarily rests on a psycho-social assessment as well as an organisational understanding. The overall aim of this workshop is to enable participants to evaluate Disability and to understand and incorporate measures to accommodate people with Disabilities in the workplace. The interactive sessions are directed at guiding participants in making strategic evaluations with regard to addressing, managing and mainstreaming Disability issues in a pro-active and results-driven manner that goes beyond legal compliance.

### **Benefits to attending this dynamic workshop:**

Disability mainstreaming requires that organisations must endeavour to broaden the equitable participation of persons with Disabilities at all levels of decision-making and workplace participation. At the end of this workshop, participants will:-

- Understand the importance of integrating Disability into the development agenda;
- Understand that mainstreaming Disabilities requires different strategies in different contexts;
- Understand diversity in the global context and how it affects the developmental agenda;
- Develop a more informed view of policy options and impacts inclusive of people with Disabilities;
- Advise decision-makers how to better understand how to formulate policies that narrow the gap between persons with Disabilities and their peers;
- Appreciate that Disability issues are routinely included when assessing policy issues, options and impacts;

- Understand change management principles and how they relate to organisational strategy and mainstreaming Disability;
- Understand project planning and control activities and how they can be used to mainstream Disability;
- Understand and apply the skills required to design analyses that will adequately gather data on persons within the organisation with different types of Disabilities;
- Be able to document and recommend specific programmes that can be implemented in ways that include and promote the participation of persons with Disabilities.

### **Proposed 3 day Programme**

#### **Day One: Disability Awareness in the Workplace**

- Understanding Disability
- Disability and Workplace Discrimination
- Social Construction and People with Disabilities
- Disability and Other Global Challenges
  
- Early Detection of Disability
- Disability, Health and Inter-Connectedness
- International disability architecture
  
- Advancement of Persons with Disabilities
- Global Issues and Trends
- Regional Decades, Action Plans and Programmes
- Statistics and Indicators on Disability
  
- Disability Policy Framework
- Disability Policy Remedies
- Workplace Disability Policies and Programmes
- The Equity Agenda

#### **Day Two: Disability Mainstreaming**

- Disability Mainstreaming Principles
- Global Development Perspectives
- Workplace Policies for Equality
- Women's Empowerment
  
- Disability and Education
- Global Trends Affecting Education
- Early Childhood Care and Education
- Literacy and the Literate Environment
  
- The Importance of Organisational Culture
- Organisational Culture and Ethics
- Organisational Behaviour and People with Disabilities
- Diversity and Disability in a Global Context
  
- Planning and Control Activities

- Capacity Planning for the Developmental Objectives
- Developing Core Capabilities
- Empowering the Disability Value Chain

### **Day Three: Organisational Behaviour toward People with Disabilities**

- Emotional Intelligence
- Change Management and Disability
- Appreciating Mental Diversity in the Workplace
  
- Motivation and Performance
- Communication in Organisational Effectiveness
- Towards an Enabling Environment
  
- Removal of Workplace Barriers
- Reasonable Accommodation
- Employment and Treatment of People with Disabilities
  
- Strategy Implementation
- Operations Improvement Techniques
- Project Planning and Disability Initiatives
- Strategy Integration
- Developing and Maintaining Strategic Partnerships

#### **Presented by:**

#### **Anita Arendsen**

Business Strategist, Consultant and Co Founder.

#### **Edacom, South Africa**

Edacom is a management consulting company offering superior end-to-end strategic and organisational development solutions. The success of Edacom is due to the skills and capabilities of its professional resources, coupled with extensive experience in the fields of Human Resources, Strategy Alignment, Change Management and Enterprise Development expertise. Our strategy is to serve the unique needs of:

- Organisations – through the facilitation of quality management systems, strategy alignment and change management, which encompasses leadership and skills development training;
- Individuals – through career planning, coaching, mentoring and individualised skills development solutions.

#### **About your facilitator:**

Anita Arendsen is co-founder of Edacom CC, which has been operating since 2004. As COO, Anita brings a wealth of management experience gained over 29 years in a number of fields including management, customer service, operations, risk, health and safety, human resources, marketing, financial, supply chain, sales, customer relationship management and contact centre. Anita's dynamic enthusiasm toward assisting both customers and staff, strong interpersonal skills and drive for high achievement is uniquely coupled with an exceptional ability to analyse business needs and build rapport with value chain management on all levels.

Anita's qualifications include a MBA, Lead Auditor: QMS ISO 9001:2008, a National Diploma in Treasury Management & Trade Finance and a National Diploma in Financial Services: Credit, The Expert Negotiator, Financial Management, Project Management, International Banking and Product Management. In addition to these achievements, Anita is an accredited facilitator on a number of NQF levels registered with SAQA. The materials which Anita researched, developed and designed for her workshops and strategy interventions have been accredited with The South African Board for People Practice (SABPP) ETQA.

Anita is currently furthering her studies with a PHD in Organisational Behaviour which she is studying through the University of Pretoria. Anita intends to be best positioned to provide, stimulate, and leverage the agility that businesses will need to accommodate the accelerating changes that will typify business sustainability and survival into the future.

### **Accreditation**

This programme is accredited with the South African Board for People Practices (SABPP) ETQA on NQF level 5. On completion of the programme and portfolio of evidence, participants will receive a certificate of competence, bearing 42 credits.