NOVA SBE
INCLUSIVE COMMUNITY FORUM
A Agenda

1. THE INCLUSIVE COMMUNITY FORUM (ICF)
   Overview of the ICF, its structure, operating model and the initiatives.

2. EMPLOYABILITY
   Overview of 2 projects of employability: Peer2Peer and the Journey to Inclusion.

3. EDUCATION
   Presentation of one of the projects of the Journey to Empowerment: Teach to Include.
The Inclusive Community Forum (ICF)

The Inclusive Community Forum is a Nova SBE initiative addressing the lives of people with disabilities, that results from a challenge by Rui Diniz to Nova SBE, with the goal to promote a more inclusive community.

ICF intends to build a network composed of all those who intervene in the lives of people with disabilities, challenging them to play an active role in co-creating solutions.
Inclusive Community Forum (ICF)

ICF aims to call for the **community’s active participation** in the development of **structured initiatives** to address the main obstacles to the inclusion of people with disabilities, on employability and education.

**What?**
ICF is a Nova SBE initiative addressing the lives of people with disabilities.

**What for?**
Aiming to promote a more inclusive community for people with disabilities.

**How?**
By identifying the main obstacles to the inclusion of people with disabilities and calling for an active participation of the community in their resolution.

**With whom?**
Through diverse stakeholders of shared interests to lead change, leveraged by Nova SBE Community.
Community Involvement

ICF WORKS CLOSELY WITH THE COMMUNITY, CREATING MOMENTS AND SPACES FOR DIFFERENT LEVELS OF PARTICIPATION.

**FAMILIES COUNCIL**
Quarterly sessions, open to all families and individual people interested in participating in the ICF.

**ANNUAL INCLUSIVE TALKS**
Annual event open to the entire community, where ICF shares the work done and presents proposals for future work.

**INSTITUTIONS COUNCIL**
Quarterly sessions, open to all public, business, school and social entities interested in participating in the ICF.

**INCLUSIVE TALKS SPECIFIC EDITIONS**
Events that involve specific groups in the community, for the co-creation of specific ICF initiatives.

- Collecting ideas and concerns from the community;
- Discussion of real needs and challenges;
- Sharing contacts;
- Feedback to ICF’s activity.

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ICF’s Initiatives

ICF’s activity is focused on two topics of inclusion of people with disabilities in the community – employability and education.

**Employability**
- Peer2Peer
- Inclusive Recruitment
- Journey to Inclusion

**Education**
- Journey to Empowerment
  
  Set of initiatives developed by the community, through a Systemic Change methodology:
  
  Learning While Teaching | ComPIT | Empower to Employ | Teach to Include
Employability
The proposed solutions

GIVEN THE OBSTACLES IDENTIFIED, ICF PROPOSED THREE INITIATIVES, AS POSSIBLE SOLUTIONS.

**PEER2PEER**

Preparation program for entering the job market, experienced in pairs of university students and people with disabilities.

**Journey to Inclusion**

Path proposed by the ICF to the companies, in order to achieve the Inclusive Recruitment.
Peer2Peer

PEER2PEER IS A PROJECT DESIGNED BY THE INCLUSIVE COMMUNITY FORUM, TO UNIVERSITY STUDENTS AND PEOPLE WITH DISABILITIES LOOKING FOR A JOB.

WHAT AND WITH WHOM?
Preparation program for entering the job market, consisting of group workshops and 1 on 1 sessions, in which university students and people with disabilities aiming to find a job, participate as peers.

DESIRED IMPACT
1. Increased self-knowledge and preparation of people with disabilities and university students for the job market;
2. Increased motivation and willingness of people with disabilities to enter the job market;
3. Paradigm shift among younger generations – the “leaders of tomorrow” – to a more inclusive community.

Differentiating factors
1. Project participation in pairs.
2. Project that involves the University, as an essential means of training new leaders;
3. Involvement of the entire University Community - Faculty, Staff and Students;
4. Designed and systematized in order to enable its expansion.
Peer2Peer

Testimonials from participants and coordinators of the project.
Peer2Peer in Numbers

Peer2Peer is now an autonomous project, managed by university students and scaling to other universities.

- **11** Editions
- **190** Participants
- **+100** Sessions
- **5** Higher Education Schools

The FT recognized Peer2Peer, with an honourable mention, as one of the best projects in the world in 2022, led by students, in partnership with organizations with a social impact.
Journey to Inclusion

ALLOWS COMPANIES TO TAKE ADVANTAGE OF NOVA SBE’S CONTEXT TO IMPLEMENT THE INCLUSIVE RECRUITMENT.

THE JOURNEY TO INCLUSION CONSISTS OF 5 STEPS:

1. Signing the CTI
2. Awareness-raising Sessions
3. Consulting Lab
4. Executive Education in D&I
5. Inclusive Future
Education

APPROACH TO EDUCATION AS A TRANSITION TO AN ACTIVE LIFE.
Teach to Include

**WHAT AND WITH WHOM?**

1. **Enlightenment and awareness sessions** for higher education teachers on the subject of special educational needs persons;

2. Provision of **guidelines and supporting resources** for teachers in this area.

**THE DESIRED IMPACT**

1. To promote a **more inclusive educational community**;

2. To provide higher education teachers with **tools and strategies** so that they are better prepared to teach their students with special educational needs and thus provide richer learning experiences for all;

3. Consequently, **to promote the attendance of students with needs in higher education**.
WOULD YOU LIKE TO BE MORE INCLUSIVE?

Nova SBE Inclusive Community Forum
FOLLOW ICF AT LINKEDIN!

SUBSCRIBE OUR COMMUNICATIONS!
THANK YOU.

NOVA SBE
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