



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

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.

Policies & Leadership

HR & Management



Internal Culture

Physical & Digital Accessibility

Tailored Partnerships

Raise awareness of inclusion in your teams with Blind Football

Casnet's experience in Morocco



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Issue at stake

Many companies are looking for suitable activities to raise awareness about disability inclusion, especially during team-building days.



Good practice

Solutions implemented

Casnet included a Blind Football activity in its annual team-building day. This Paralympic game is a form of five-a-side football played by athletes with visual impairments. For reasons of fairness, other players are required to wear an opaque mask.



Implementation steps

1

Local disabled people's organisations were contacted in order to find Blind Football clubs.

2

The workshop was prepared with the local Blind Football club (which helped facilitate the activity) and the company.

3

The football pitch hosting the event was visited, needs were analysed and the necessary equipment gathered.

4

D-Day: the game featured mixed teams of professional Blind Football players and company employees.

Necessary means & success factors



A futsal pitch;



A local Blind Football club to run the workshop;



A special ball for Blind Football, bibs and masks to blindfold the participants.

Outcomes



In a friendly atmosphere, the company's employees were convinced of the importance of including people with disabilities;



The company then expressed its desire to recruit engineering candidates with disabilities;



A young woman with a disability was offered an internship in community management, which went very well and helped her get a job in the public service.

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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