

THINKING AND WORKING TOGETHER TO ENABLE BETTER INCLUSION OF PEOPLE WITH DISABILITIES

Company name : ADT-CENTER

Activity sector : Activités de services administratifs et de soutien

Company category : PME

Description of the action

One of ADT-Center's jobs is to support companies in the realization of their projects.

Within this framework, ADT-Center has committed to lead and animate a day of reflection on themes such as inclusion, welfare, the job market, autonomy and self-management of people with disabilities.

Context

A day of reflection and work bringing together all those concerned: managers, supervisors, disabled people, family, etc.

Approach

ADT-Center supervised different working groups and facilitated the day of reflection.

- Organisation of different working groups around themes such as the inclusion of people with disabilities in everyday life and in the labour market, internal and external communication, proper treatment, the right to independence and self-management.

Brainstorming :

- Opportunity for people (supervisors, disabled people and family) to express themselves freely and openly about their perception, reality, needs and wishes concerning one of the themes.
- Presentation of the results of the reflection of each working group and highlighting of 3 important points per subject of reflection.
- Synthesis of the reflections and implementation of action plans.

Objectives

- To mobilize and federate the different actors (disabled or not) around a common project.
- Collect development paths and action plans to enable people with disabilities to better live their disability and to facilitate their inclusion in everyday life and in the world of work.

Impact

This working day allowed the disabled people present to freely express their experiences, their reality, their perception, their limits and their wishes.

People with mental disabilities were able to become actively involved in the reflection and implementation of concrete and achievable action plans.

By giving the floor to all participants, they were able to become aware of certain issues. For example concerning inclusion: One of the participants expressed the wish to be able to benefit from a bus pass that does not reveal his degree of disability so that he can be considered like any other passenger and not be singled out.

« To do »

- Working together, exchanging, communicating for a common project: facilitating the inclusion of people with disabilities.
- We have made this day a positive, dynamic and constructive day.
- We have, through the supervision and positive facilitation of the working meetings, given all the participants (decision-makers, supervisors, people with and without disabilities) the opportunity to express themselves, to get actively involved and to develop together a realistic and feasible action plan.

« Not to do »

- Do not give people with disabilities the opportunity to express themselves, do not take them seriously and do not let them participate actively in projects that concern them.
- Not considering individually different personalities, not taking into account the perceptions and the need for action of people with disabilities.