



#OSBIMPACT

REPORT

Training on Inclusion of Persons with Disabilities at OSB

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1. ABSTRACT

Believing that every person has the right to be productive, to have a decent job and earn a living, shareQ NGO through its ProAble program aims to boost a shift in society's mindset from limiting capacities of persons with disabilities (PWDs) and/or financial challenges to creating opportunities for them to prove that they are "professionally able". In collaboration with ProAble program, an introductory online course on inclusion of persons with disabilities in the workplace will be offered to 60 students at OSB. This will equip our students to be more compassionate and inclusive managers in the future.

2. PLANNING AND ACHIEVEMENT

The course was administered to 60 participants. Initially it was going to be open to only students at OSB however, I was approached by staff at OSB and they requested participating which we accommodated them. This is a plus for AACSB and also to create a culture of inclusion within OSB. In total the participants were:

- 6 OSB staff
- 23 OSB undergraduate students
- 31 OMBA students in the ENTM 320 course (social entrepreneurship).

All participants received a certificate valid for 5 years and acknowledged by the International Labor Organization (ILO) and the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

The feedback was extremely positive and the learning objectives were clearly achieved as we developed a pre and post-test. The below table shows the results.

Table 1	Strongly Agree		Somewhat Agree		Neutral		Somewhat Disagree		Strongly Disagree	
	Pre	Post	Pre	Post	Pre	Post	Pre	Post	Pre	Post
Please circle the number that best indicates how much you agree with each statement. 1= Strongly Disagree 2= Somewhat Disagree 3= Neutral 4= Somewhat Agree 5= Strongly Agree										
I am aware of the definition of disability.	16	↑ 27	12	↓ 0	1	↓ 0	0	→ 0	0	→ 0
I am knowledgeable of the different types and models of disability.	2	↑ 21	11	↓ 6	12	↓ 0	4	↓ 0	0	→ 0
I am knowledgeable about the difference between each type of disability.	2	↑ 19	9	↓ 8	14	↓ 0	4	↓ 0	0	→ 0
I encourage myself to interact with a person with a disability.	16	↑ 20	6	↑ 7	4	↓ 0	3	↓ 0	0	→ 0
I have the skills needed to communicate with Persons with disabilities.	3	↑ 13	8	↑ 13	11	↓ 1	6	↓ 0	1	↓ 0
I am knowledgeable of the steps from exclusion to inclusion?	0	↑ 21	6	↓ 4	10	↓ 2	8	↓ 0	5	↓ 0

Moreover, we had positive feedback from students and comments such as:

“Overall the material are very well organized. However, the structure of the assessment needs technical modification”

“Thank you for this very insightful course, I am more aware of how I can be more mindful when communicating with PWDs and know the steps from exclusion to inclusion which will help me become a more inclusive person and hopefully help reduce the barriers set by the society.”

“Very constructive and educational course.”

“Great course, well paced and designed.”

3. WAY FORWARD

Currently we are working with the communication team at OSB to disseminate the news as we are preparing a social media and newsletter content.

As for the future of this initiative, we are already working on expanding it to all students at AUB. A letter of intent was signed between AUB and ProAble as the latter is seeking funding from donors.