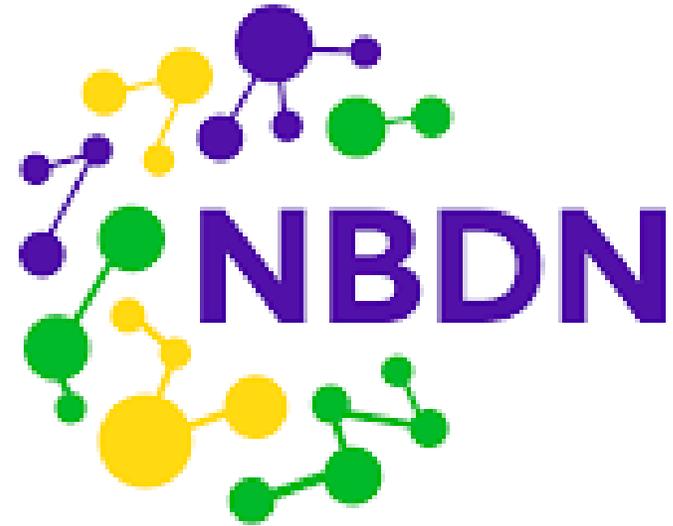


National Business
Disability Networks:
Disability Inclusion
Hubs for Committed
Employers

*Omobolanle Victor-Laniyan,
October 26, 2022*



**NIGERIA BUSINESS
DISABILITY NETWORK**



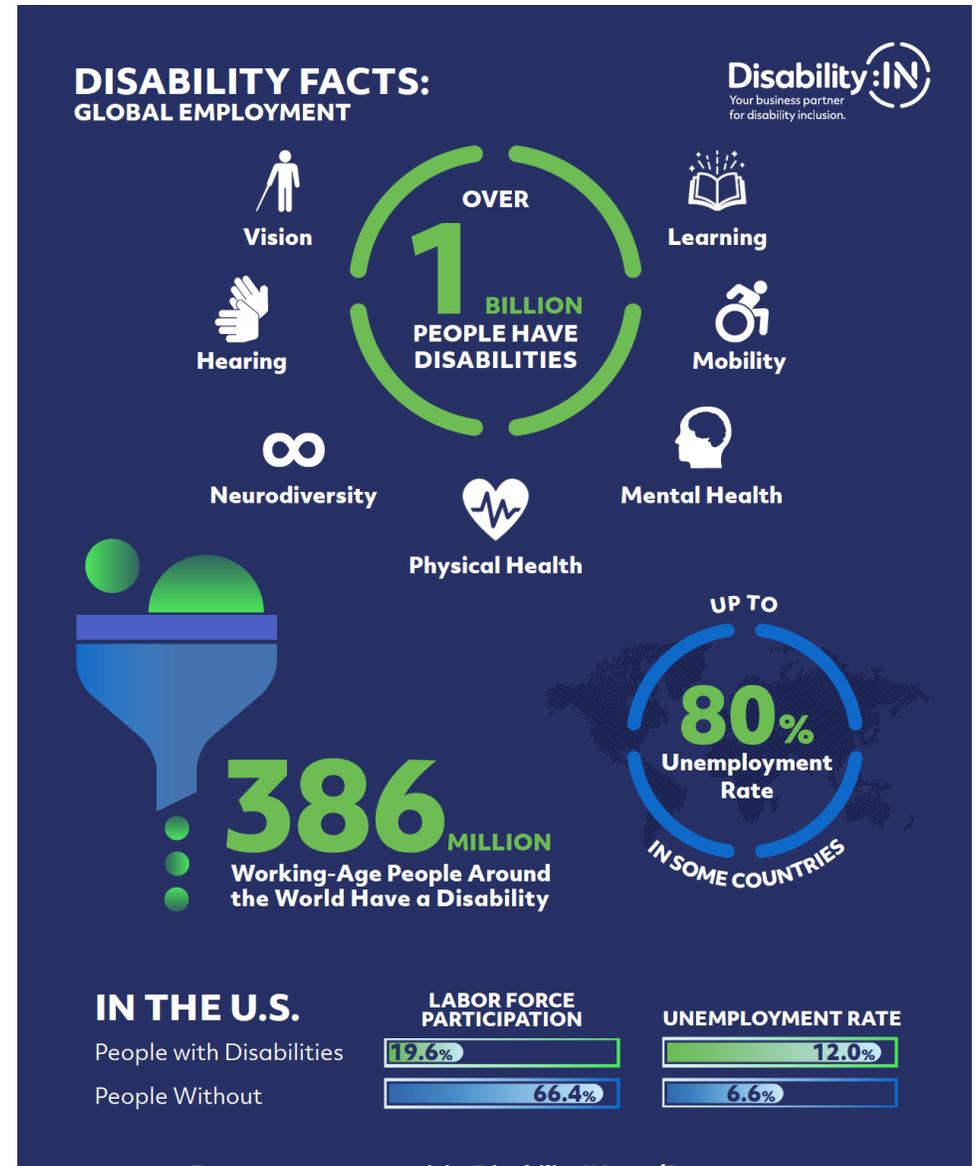
Outline

- Background
 - Disability Inclusion – Meaning, Importance & Benefits
 - Obstacles and Ways to Overcome
 - The NBDN Case Study
 - Q & A
-

Background

Diversity is cited as a top value by almost every organization, however, people with disabilities often are overlooked or under-supported.

Very few organizations include initiatives for hiring people with disabilities. And many don't consider whether their policies and practices are making it harder than necessary for people with disabilities to fully participate.





What is Workplace Disability Inclusion?

- Disability inclusion is about creating an inclusive workplace where people feel welcome and comfortable and where they are seen, valued, and appreciated for what they bring to the table.
 - ***“Not in spite of their differences, but including their differences.”***
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Why Is It Important?

- Disability inclusion is a critical part of any business
- It provides people with disabilities the same opportunities to participate in society as others
- Without disability inclusion, your business isn't doing all it can to support its current employees.
- Disability inclusion is also crucial to your hiring process. Companies that aren't proactive about disability inclusion are losing out on qualified talent.
- Companies with strong disability inclusion programs have better access to talent and better employee retention.

Benefits of Inclusive Workplaces



Boost productivity and innovation



Improve reputation



Appeal to different learning styles



Avoid lawsuits and bad PR



Access to talent

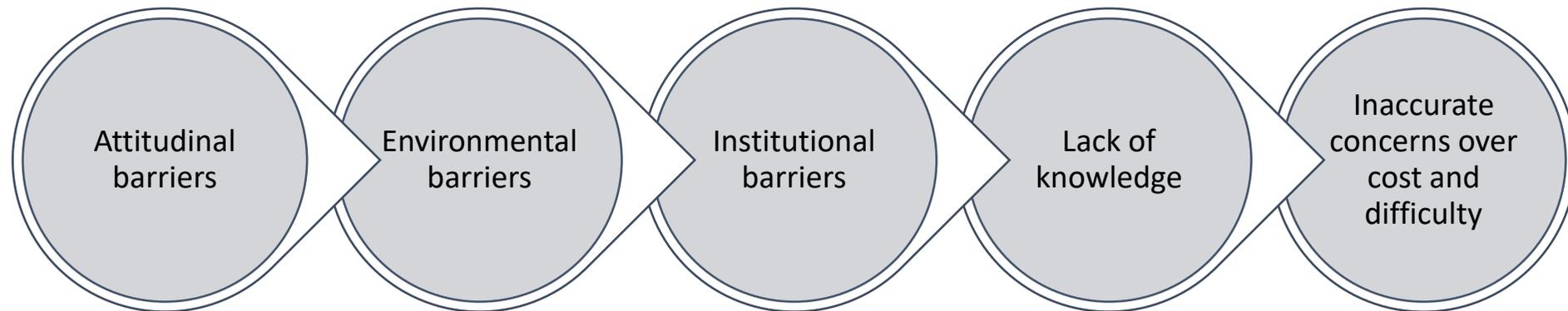


Boost camaraderie



Increased engagement and retention

Key Obstacles to Disability Inclusion in the Workplace



Overcoming the Challenges



A Case Study of the Nigeria Business Disability Network (NBDN)

Who We Are

- A network of businesses that aim to create a workforce culture that is respectful and welcoming of people with disabilities.
- A unique platform for business-to-business support and peer-to-peer learning on disability issues.
- We help create a disability smart business environment by helping employers see how and tap into the potential and capabilities that over 30 million Nigerians with disabilities could bring to increase business revenue, growth and enhance brand reputation.



Vision

To be an employer-led network championing the inclusion and benefit of people with disability in the workplace.



Mission

To technically support, raise awareness and exchange knowledge among private and public organisations on disability inclusion in the workplace

NBDN adopted the ILO GBDN Ten (10) principles.



Respect and promotion of rights



Non-discrimination



Equality of treatment and opportunities



Accessibility



Job retention



Confidentiality



Attention to all types of disabilities



Collaboration



Evaluation



Knowledge sharing

Membership Constitution



70%

Private Sector



20%

Organisation of people with disabilities



10%

Development partners and international NGO

Our Employer Members

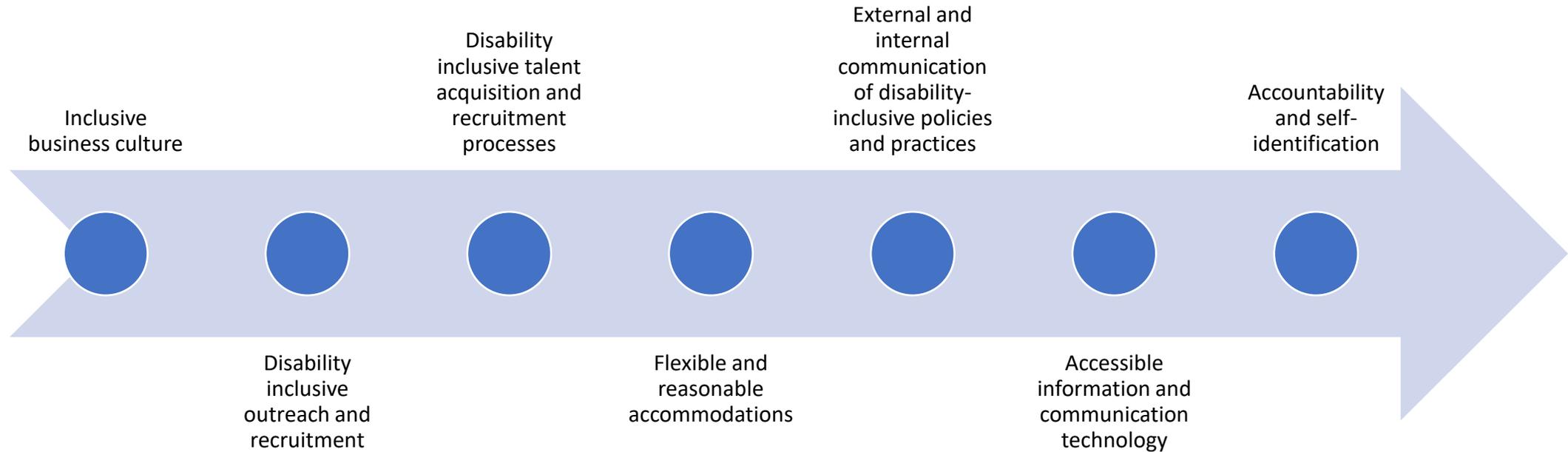
Our members are from diverse sectors – finance, telecoms, FMCG, service, NGOs etc. They are multinationals and national companies operating in Nigeria, at different levels of the journey - disability committed, confident, and leaders.



NBDN as a Disability Inclusion Hub for Employers - How We Help



Impact on Employer Members' Companies



Some Other Benefits to our Employer Members

Peer Learning

Webinars, working groups, conferences, joint publications and tools

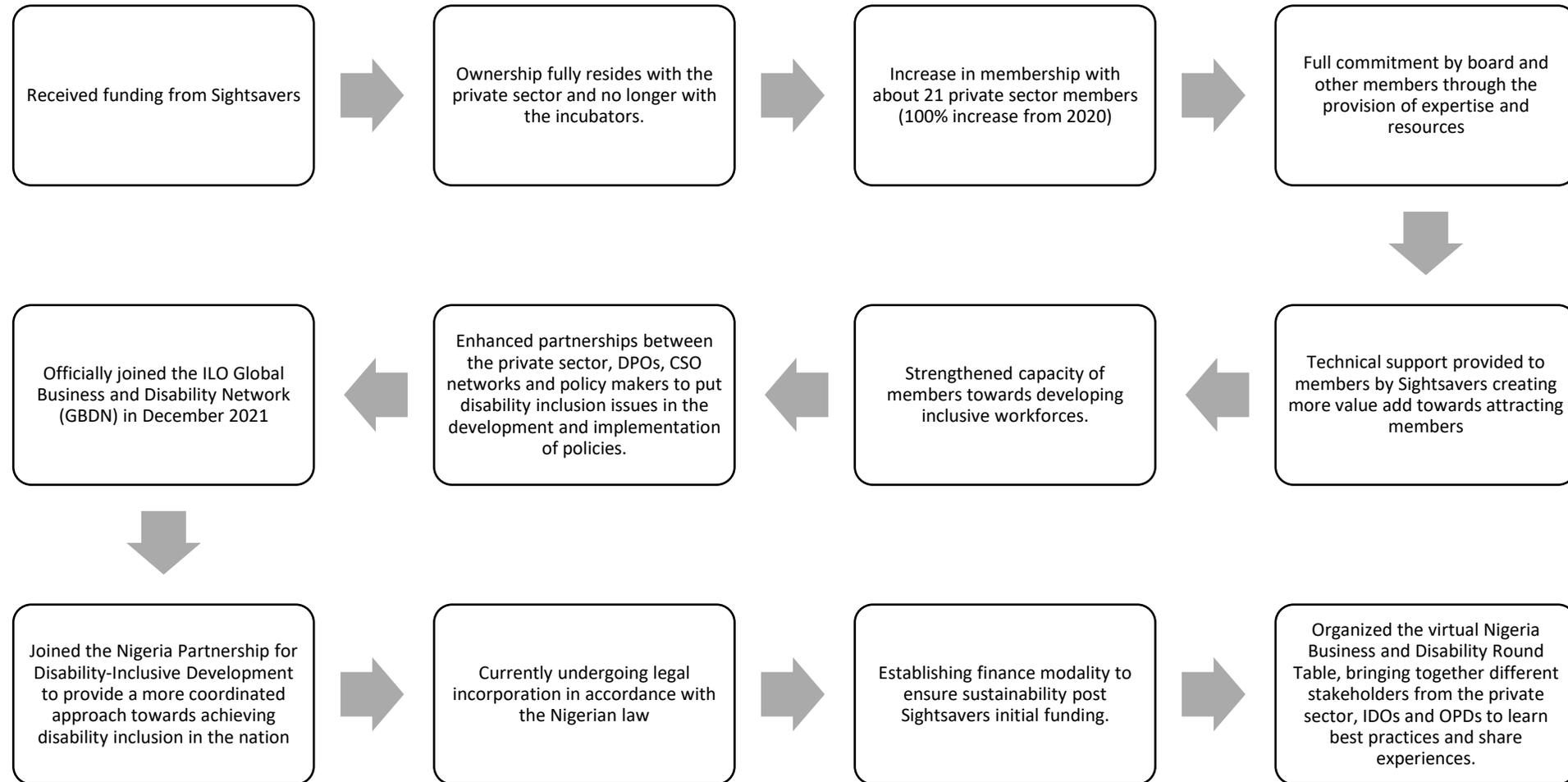
Expert Support

Technical advice and exclusive contact to organization of people with disability and development partners

Strategic Positioning

Showcase members disability inclusion work to local and global audiences through website, newsletter and social media

Our Success Story



The Future We Are Working Towards

Leveraging technology to drive disability inclusion and engagement

Collaborative partnerships with private sector organizations on inclusive programs in the workplace

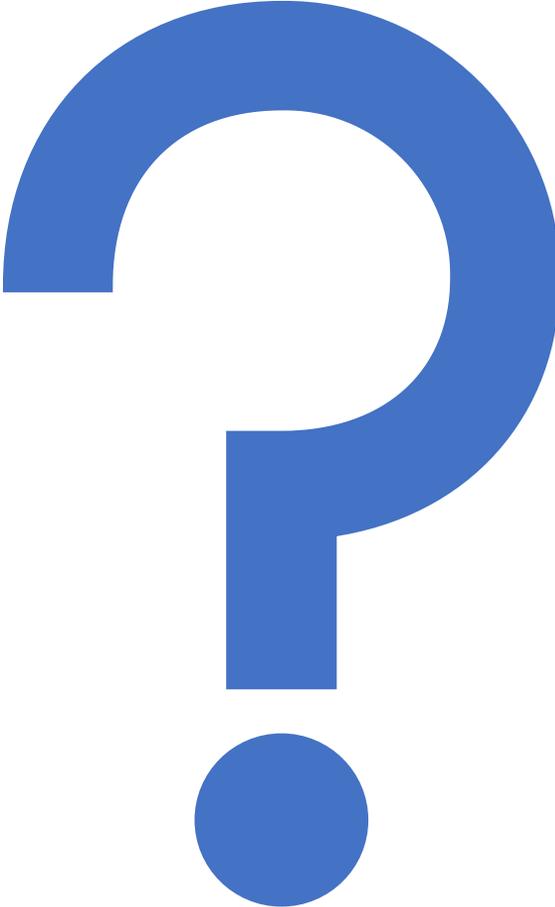
Initiatives to create employment opportunities for PWDs in the corporate world

Advocacy for disability inclusion

Engagement with government and corporate leaders on disability policies, engagement, and programs

Participation in global agenda to drive disability inclusion and diversity

Q&A





Thank you



To know more about us, Visit: www.nbdn.org.ng