



CREATING DISABILITY INCLUSIVE LEADERS @ WORKPLACE

*CII-IBDN Online Certificate
Training Program*



The Right of Persons with Disabilities Act, 2016 (RPwD Act) is a significant law in India which is aimed at promoting and safeguarding the rights of individuals with disabilities. It acknowledges their equal rights in various aspects of life, including employment.

Under this Act, companies and organizations must adhere to specific provisions to ensure equal opportunities for persons with disabilities, thereby fostering a truly inclusive work environment.

Today, many companies have found immense value in establishing an inclusive and diverse workplace. It nurtures innovation, attracts talented individuals, and positively impacts employee well-being.

To assist industries in strengthening their disability diversity policies, CII-IBDN has introduced the capacity building certificate program.

This program aims to develop disability inclusion leaders at the workplace and equip organizations to meet policy mandates. The program assists in formulating a clear strategy to foster inclusion, promote accessibility, and create a culture that empowers employees with disabilities to reach their full potential at work.

VISION

The CII – IBDN online capacity-building program has a two-pronged vision:

- It envisages equipping **companies to further their disability inclusion agenda**, leading to a strong industry-led inclusive eco-system.
- The program aims **to build a cadre of diversity champions** who would advocate and lead the diversity agenda in the workplace.

WHY YOU SHOULD JOIN

▶ One-of-a-kind course focused on disability inclusion at workplace

▶ To prepare to take on & lead diversity roles in the workplace

▶ Program curated & designed by industry champions and sector experts

▶ Modules delivered by sector leaders and experts

▶ On successful completion of the course, receive a CII certificate & get acknowledged as a diversity professional

ADDITIONAL BENEFITS TO PARTICIPANTS

In Company Disability Sensitization Workshop:

Disability Sensitization workshop for the employees to equip them to engage seamlessly with Employees with Disabilities & spread awareness and break myths & mind-set against disability. The in-person sensitization will be offered at concessional rate.

This Sensitization workshop is exclusively for members participating in Capacity Building Program



WHO SHOULD ATTEND?



HR & learning and development professionals



Diversity and Inclusion practitioners



Small and medium businesses with talent management oversight



Business unit heads that crossover into human performance management



Students and professionals exploring career opportunities in Diversity & Inclusion space

TIMELINE

	Topics	Suggested Faculty
Thursday 3rd August	Introduction of the Program	<ul style="list-style-type: none"> Sarbani Chakravarty Director, CII & IBDN Secretariat
	Module 1: What & Why Disability Inclusion at workplace- Compliances & Mandates on Inclusion of PwDs & Sensitization	<ul style="list-style-type: none"> P. Rajashekharan, Co-Founder, V-Shesh
Friday 4th August	Module 2: Framework to Building Inclusion at Workplace- Inclusion Framework: Four Pillars of Disability confident organizations	<ul style="list-style-type: none"> Rashi Soman, Livelihood Specialist, Lead - Services for Persons with Disability, V-Shesh
Thursday 10th August	Module 3: Equal Opportunity Policy/ Diversity Policy at Workplace - Inclusive policies & governance, how to develop the policies & Strategies & Basic Sign Language Training	<ul style="list-style-type: none"> Rama Krishnamachari Founder, DEOC
Friday 11th August	Module 4: Understanding Accessibility Physical Accessibility- Services, Reasonable/ Workplace & Accommodation Digital Accessibility - Products, Web, program, information & Communication	<ul style="list-style-type: none"> Shanthi Krishnamurthi, Regional Specialist & Accessibility Lead, V-Shesh Jyothi Bezawada, Project Manager Job Platform, Youth4Jobs
Thursday 17th August	Module 5: Effective Recruitment of Hiring- Job Identification, Mapping, Recruitment Strategies & Role of Diversity Leaders	<ul style="list-style-type: none"> Sameer Nair, Operations Head, Youth4jobs Priyanka Mohanty, VP- Global Corporate HR & Global Head Talent Management Startek
Friday 18th August	Module 6: Understanding Neurodiversity- Inclusion of Neurodiversity at workplace	<ul style="list-style-type: none"> Deepika Ghosh, Lead, Workplace Inclusion and Entrepreneurship, Changeinkk Neera Chawla, Director, Muskaan
Friday 25th August	Module 7: Disability Inclusion Global Best Practices- Anecdotes of Companies (National & International) & Online Test	<ul style="list-style-type: none"> Jürgen Menze, Disability Inclusion Specialist, International Labour Organization

FEE

Companies can nominate three employees for each session

Complete module	General Member	INR 20,000/-
	IBDN Member Companies	INR 16,000/-
	Students	INR 8,000/-
Per Module	Per Module	INR 3,000/-

PAYMENT METHOD

CII Details

Name : CONFEDERATION OF INDIAN INDUSTRY
Address : 23, Institutional Area, Lodhi Road, New Delhi - 110003

Local Transfer

Account number : 522-0-517896-7
Bank name : Standard Chartered Bank
Address : 23 Barakhamba Road, Narain Manzil New Delhi - 110001
IFSC code : SCBL0036020

Overseas Transfer

Account number : 522-0-517896-7
Bank name : Standard Chartered Bank
Address : 23 Barakhamba Road, Narain Manzil New Delhi - 110001
SWIFT code : SCBLINBB DEL
IBAN no for GBP : GB42SCBL60910451997017
IBAN for EUR : DE18512305000018506203
ABA NUMBER (USD) : 026002561
Sort Code of SCB London : 609104



FACULTY



Deepika Ghosh

Lead
Workplace Inclusion and
Entrepreneurship, Changeinkk



Jurgen Menze

Disability Inclusion Specialist
International Labour
Organization



Jyothi Bezwada

Project Manager
Job Platform, Youth4Jobs



Neera Chawla

Director
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P. Rajashekharan

Co-Founder
V-Shesh



Priyanka Mohanty

VP- Global Corporate HR &
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Rama Krishnamachari

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Rashi Gupta

Livelihood Specialist
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Sameer Nair

Operations Head
Youth4jobs



Shanthi Krishnamurthi

Regional Specialist &
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**Join the exclusive network for
inclusion & mainstreaming of PwDs #CII4PwDs**

For further
information on IBDN,
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