

Empresa



Certificada

 **incluyeme**
.com

Argentina • Brasil • Chile • Colombia • Costa Rica • Ecuador • México • Panamá • Paraguay • Perú • Uruguay

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Why do we exist

85 million

Of people with disabilities living in **Latin America**.

80%

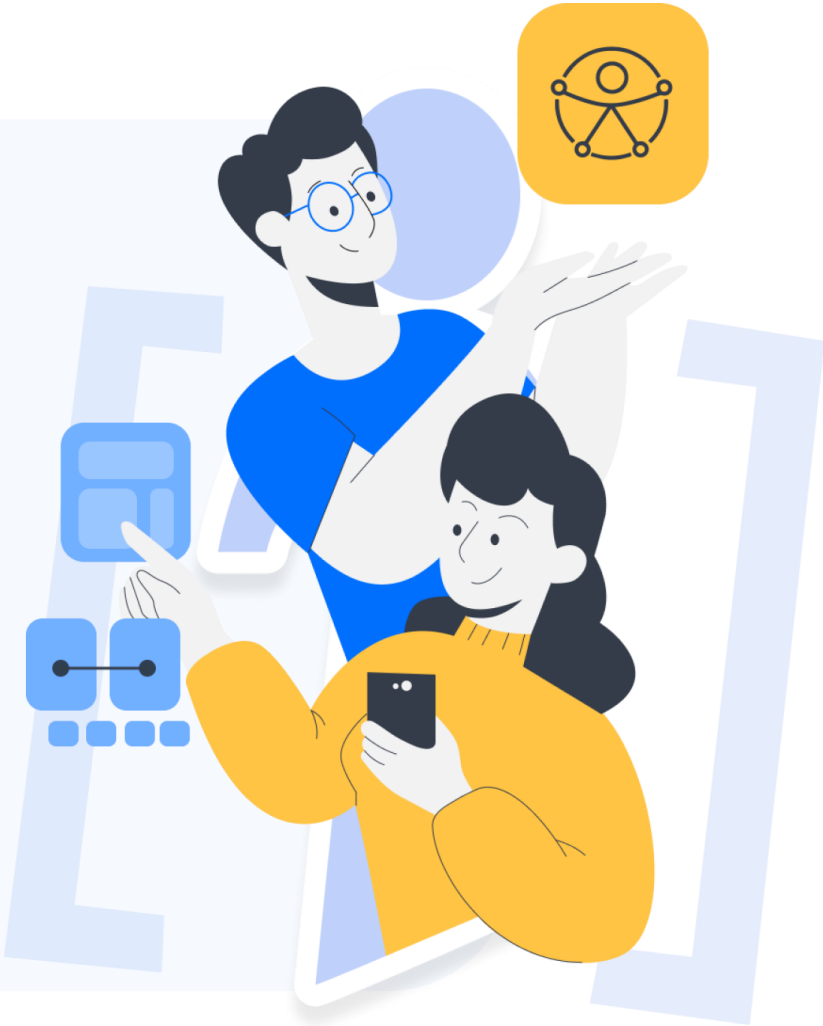
people with disabilities are **unemployed**.

80%

of disabilities are acquired between the ages of 18 and 64.

3 out of 4

face **barriers** to access education.



About Us

We are a **B corp** that has been working since 2013 to support and guide organizations in the development of integral programs of diversity enabling the **social-labor inclusion of people with disabilities**.



Our Purpose

We seek and welcome a more **equitable and inclusive** society. We truly believe in the value of diversity. This is why we focus our work on the following Sustainable Development goals

11 countries

We are the only organization that works at a regional level with **all types of disabilities**.



+20.000
Employees trained

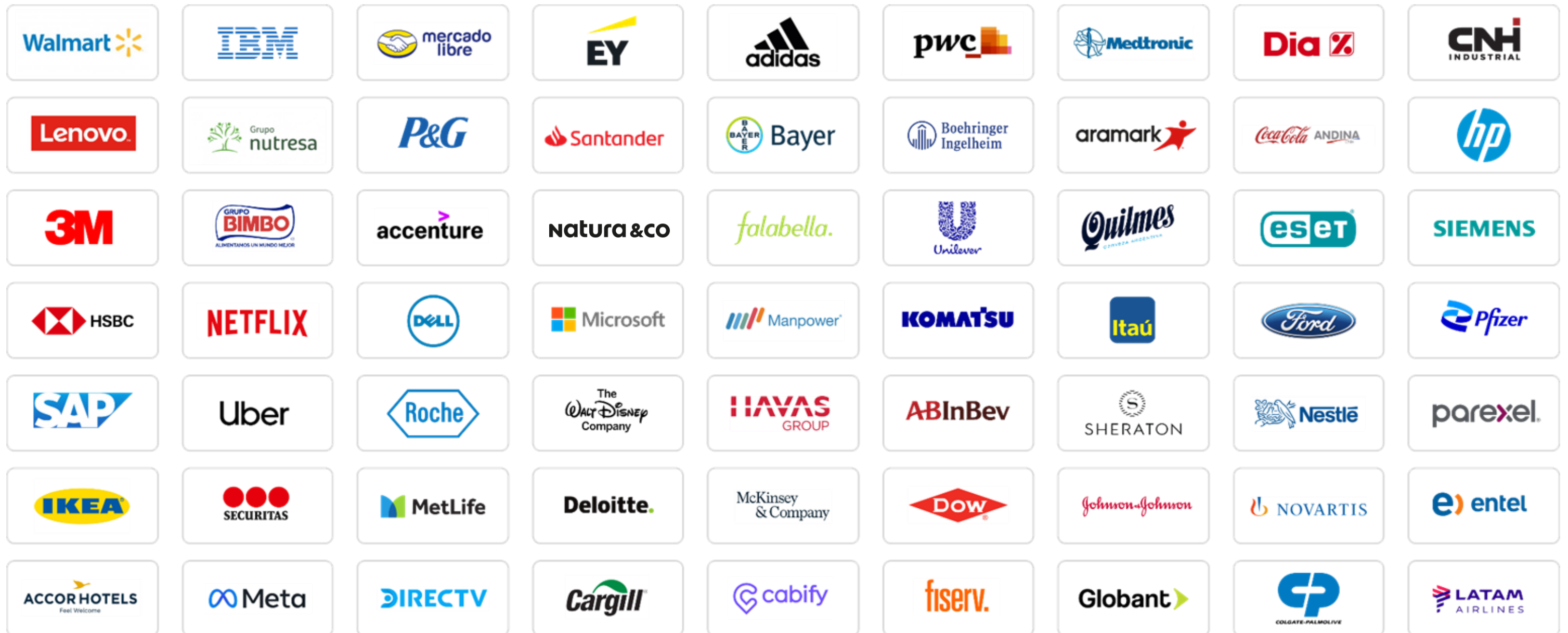
+600
Companies that trust us

+230.000
Registered users

+2.500
People with disabilities employed

+8.000
People with disabilities trained

Companies that trust us (some of them)



Scaling our impact together with amazing organizations



An Expo 2020
Dubai Initiative



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development
and Cooperation SDC

Our model

We created a model to measure, guide, and define the level of social and labor inclusion of people with disabilities in an organization.

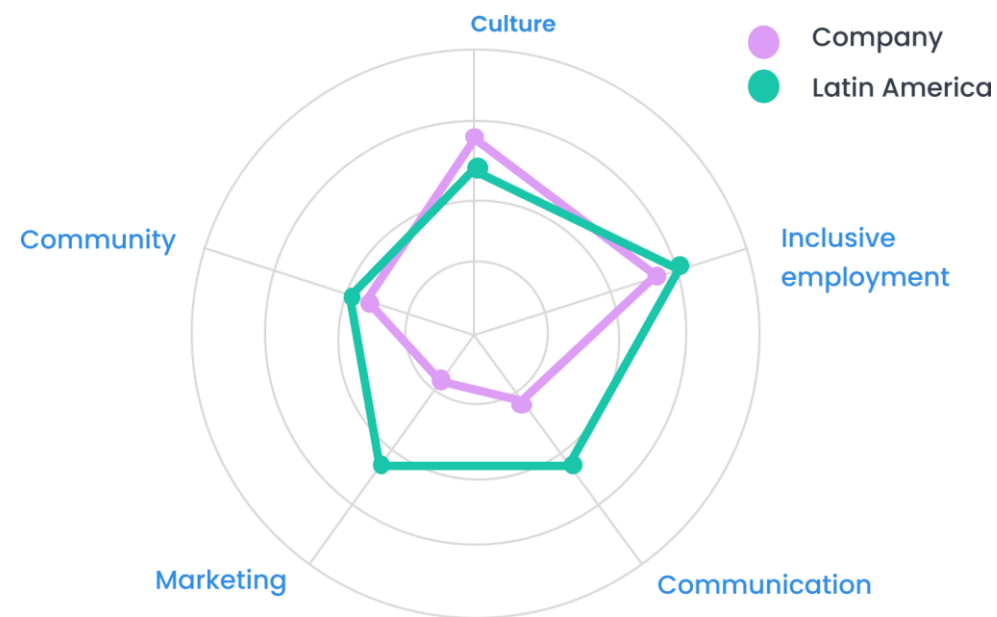
We work with data, not perceptions. That approach allows us to implement concrete strategies and provide tools to contribute to developing a diverse and inclusive organization.





D.E.I. Culture

We understand that a Diverse, Equitable, and Inclusive culture must be transversal to the entire organization to be sustainable. We work together with our customers to know where they are and seek to establish strategies based on the company's data that engage all areas and colleagues.



+20.000

Employees
trained
on disability

+600

Evaluated companies



Procter&Gamble

Success case

Challenges:

- Guidelines to improve the **organizational culture** towards D&I.
- Prioritize **awareness** of disability among employees.
- Provide **communication tools**, basic concepts and appropriate language

Outcomes:

- **First inclusions of people with disabilities in 4 countries.**
- 20 Awareness trainings for Leadership + HR + Managers



Inclusive employment

We want to ensure that all talent attraction processes are inclusive and accessible, allowing the participation and hiring of people with disabilities



+2.500

People with disabilities employed

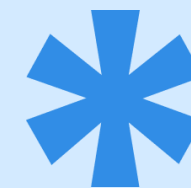
+1.500

HR professionals trained



Success case

More than **100 people with disabilities employed** since 2015, and 55 of them were hired since 2020 in Mexico.



We source talent from management to operational positions in organizations such as UN, Mckinsey, PWC, Walmart and more.



Community

Inclusive policies can develop inclusive ecosystems. We co-create spaces of encounter with the community to continue contributing to developing a more inclusive society.



+700

Attendees in total

+200

Volunteers

12

Academies in-company



Success case

More than **100 people with disabilities employed** since 2015, and 55 of them were hired since 2020 in Mexico.



Topics: Financial education + Customer support + Soft skills + Finance & administration + Office



Accessibility

We advise and accompany an integral transformation so companies improve their accessibility in physical and digital environments.



+750.000 m²

Evaluated

Physical accessibility

Uber  cabify

Success case

We made **accessibility tests** for both, drivers' and users' apps, and sent improvement suggestions.



90%

Of companies in Latin America are not physically accessible for people with disabilities

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Marketing

We accompany the organization by identifying the market's needs and preferences to include customers with disabilities in an integral way.



USD 1 trillion

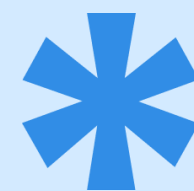
Market size



Success case

With this **low-cost Mexican airline**, we researched the general experience of customers with disabilities.

30 potential customers with some type of disability tested different customer service channels to evaluate the inclusivity and accessibility during the whole experience.



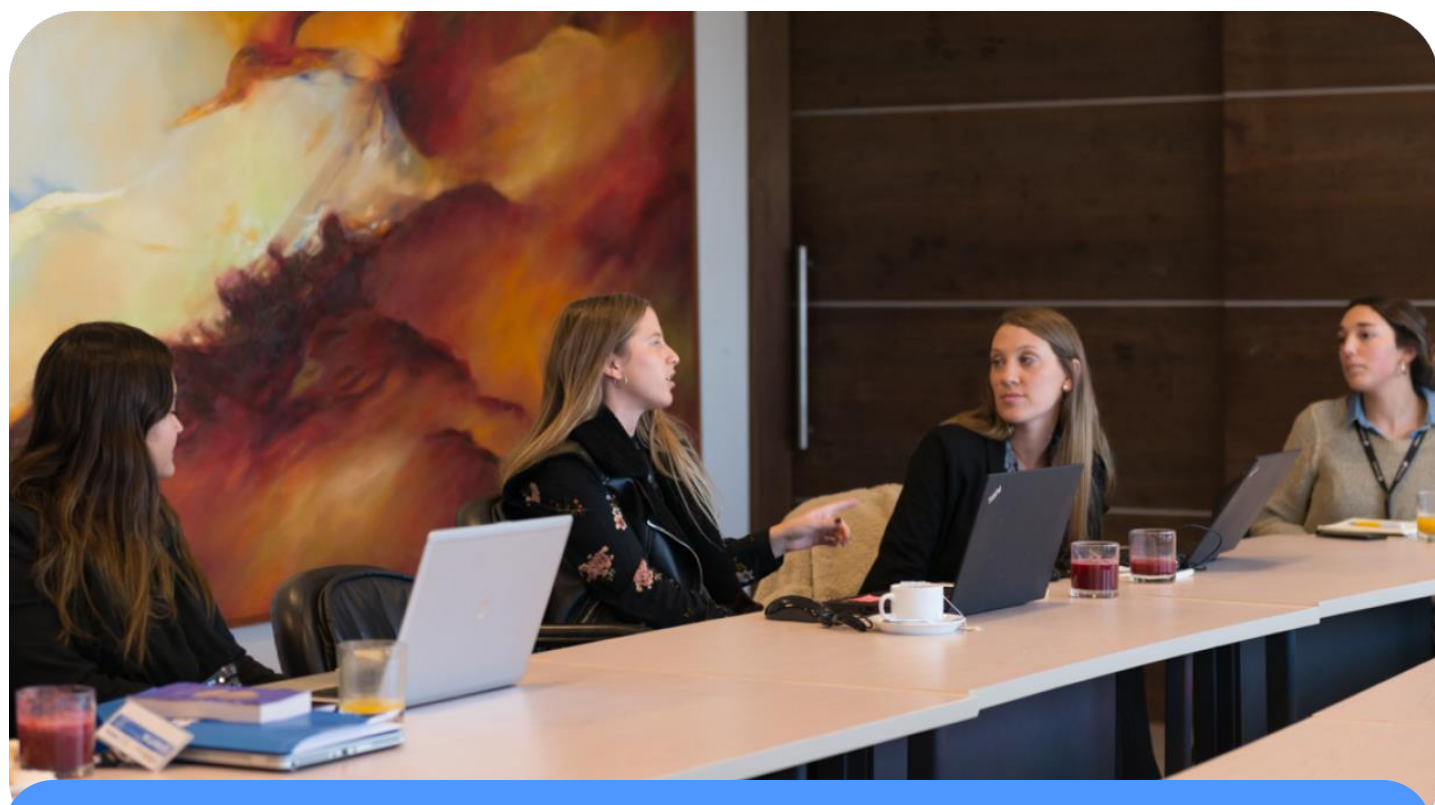
Solutions:

- Develop inclusive brand positioning **strategies**
- Market **research** & Mystery shopper
- Advise on the development of ad campaigns



Communication

We seek to make communication accessible and inclusive to reduce the existing barriers.



+50.000

People reached

Uber

Success case

30.000 drivers trained in how to **support and interact** with passengers with disabilities.

3M

Success case

8.000 employees trained in disability awareness in all the company's production plants. We work on a **regional level** at the same time.

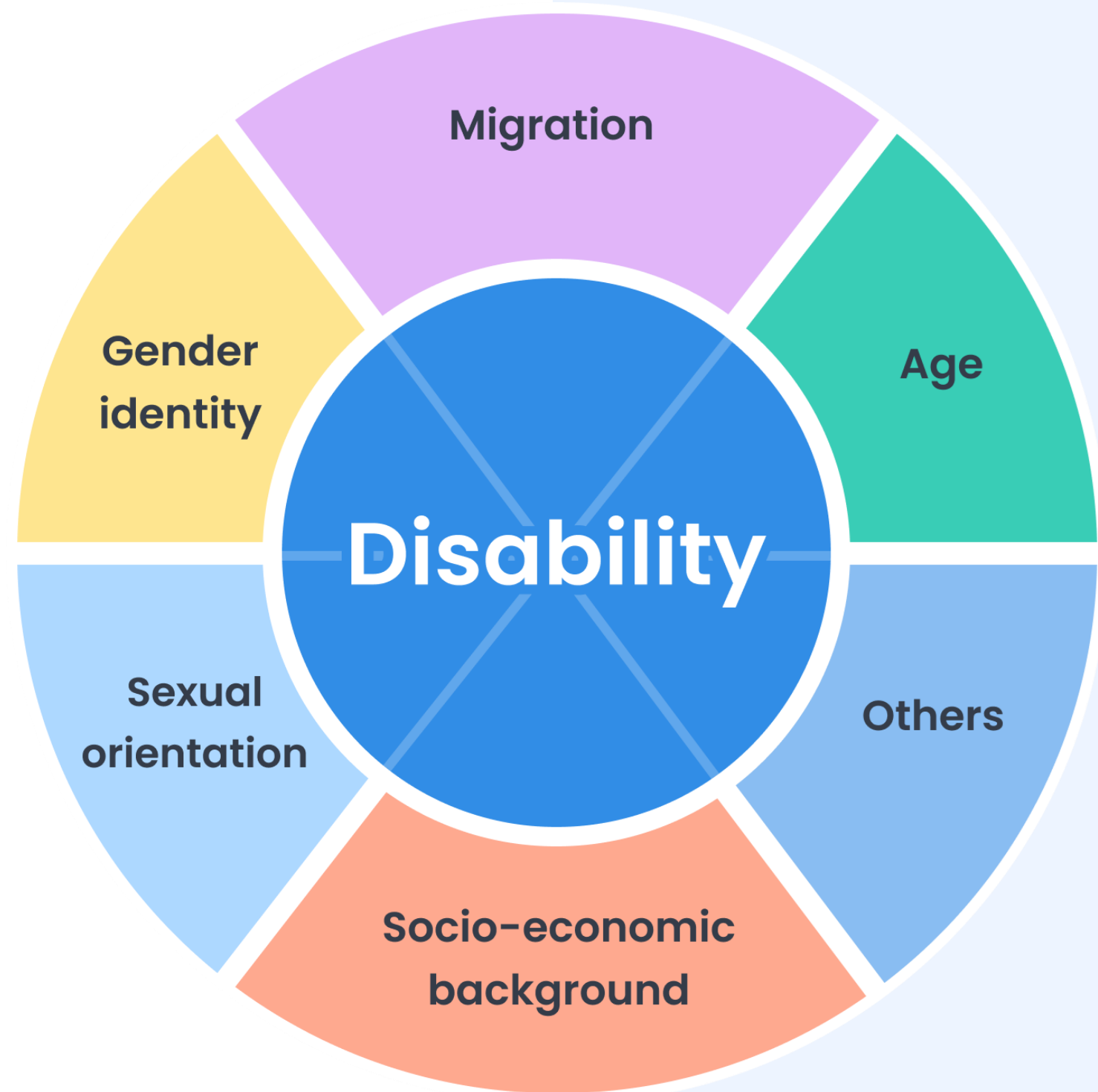


Some crazy
stuff we did



Re skilling with **Intersectional approach**

This approach aims to make visible different realities within the population with disabilities and others characteristics that could represent additional barriers



Impact in 2022

55,9%

Women

562

Students trained in TECH

56

Venezuelan
Migrants

478

Students participated in additional **soft skills** training

12

Groups of students between March and December 2021

07

Different **virtual courses** and totally free

28

Hours of training in total



Current projects



Venezuelan migrants with disabilities

More than **7M Venezuelans** have left their country during the last years: The majority of those migrants are living in Latin American countries



Venezuelan migrants with disabilities in Argentina and Chile received training and employability opportunities in their countries of destination.

+500

Venezuelan migrants with disabilities in Argentina and Chile will receive training and employability opportunities in their countries of destination.



Next steps:

- Publish **diagnostics** to identify obstacles.
- Elaborate **proposals** to improve the social-labor inclusion.
- Share **labour guides** for migrants and for employees.

Women with disabilities in tech



Incluyeme.com was chosen among 8,000 projects by the **GOOGLE IMPACT CHALLENGE FOR WOMEN AND GIRLS** to promote training and employability of women with disabilities in STEM.

Google.org

Only
35%

of **STEM students in higher education** globally are women.

X2

Men are almost twice as likely to have jobs than women.



Next steps:

- Provide technological training to **600 women with disabilities** in 10 LATAM countries.
- **500 women with disabilities will generate incomes** in tech fields.

Financial inclusion



Incluyeme.com worked during 2021 in Argentina, with Santander Bank in Financial Education for people with disabilities. With a group of the bank's volunteers Incluyeme.com evaluated and adapted financial education content.

Genuine interest in learning about the benefits of being a part of the financial sector and people who were very interested in working in banks.

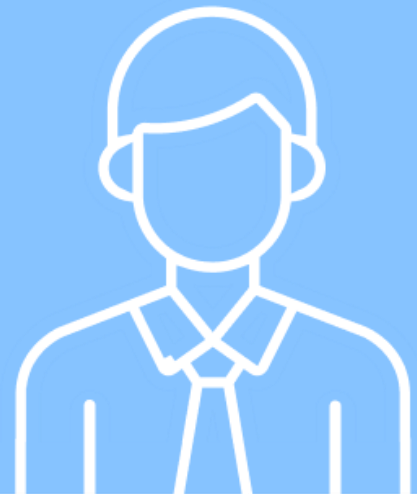
10 Seminars

200 People with disabilities reached

85% Didn't have a bank account.

90% Owned a credit or debit card from someone else account.

60% Do not have a savings plan.



ELADis

ENCUESTA
LATINOAMERICANA
SOBRE DISCAPACIDAD

First Latin American Survey on Disability

The survey generated original and updated knowledge.

**BIGGEST RESEARCH
IN LATAM**

+4.000 RESPONSES



Employment barriers

- **75% unemployed.**
- 9 out of 10 unemployed are actively looking for work.
- 93% experienced barriers. The most mentioned barrier is disability.



Education

- Almost 90% want to continue develop their skills and career.
- **79% faced barriers:** Mostly economical, physical and attitudinal.



Life conditions

- **Only 9% live alone.**
- 35% live with 4 or more people in the same house.

Research

Labor Inclusion of Venezuelan Migrants with Disabilities, Venezuelan migration in Argentina and Chile



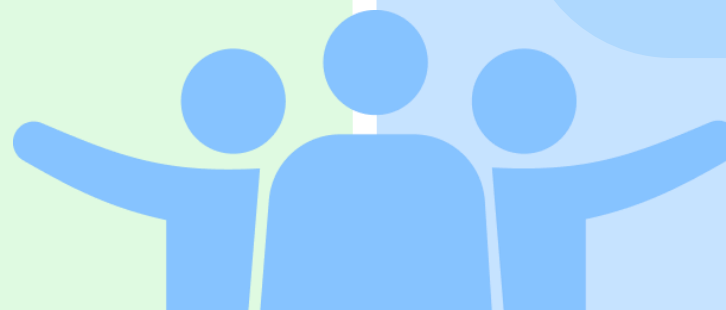
621.200

Venezuelan migrants in Argentina and Chile

621.200

Are unemployed or have a job very far from his ideal

Most difficulties:
Degree validation + inmigration status



Financial inclusion in Mexico with an international bank

01

RESEARCH on **disability data and disability regulations** about financial inclusion

02

Survey among **235** people with disabilities.



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