Better Incubation
Innovation Ecosystems for Social Change

Factsheet
People with disabilities

IMPACT HUB

ebn
innovation network

evpa
INVESTING *FOR* IMPACT
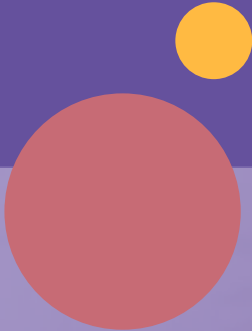
—— About Target Group

Characteristics

"Persons with disabilities include those who have long-term physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others." (*United Nations Convention on the Rights of Persons with Disabilities*) .

→ Important to look at characteristics of each of these groups and the sub-groups within, as they are very different from each other.

Unique Barriers

- Risk of losing social subsidies (and as such regular income) if engaging in entrepreneurship;
- PwD often have been socialized to be passive, not take on protagonist roles and thus might lack entrepreneurial spirit.

Statistics

- 16% of the working-age EU population has some permanent or temporary disability;
- People with disabilities are as likely to be self-employed as people without disabilities;
- Disabled employees tend to require more workplace arrangements, employers are more reluctant to hire them;
- 21.1% of disabled people face the risk of poverty, compared to 14.9% of people without disabilities.

—— Members of the cop

Role	Organisation	Country	Network
BSO	Entreprendre.wapi	Belgium	EBN
BSO	bwcon GmbH	Germany	EBN
BSO	Sezana Inkubator	Slovenia	EBN
BSO	Impact Hub Athens	Greece	Impact Hub
BSO	Impact Hub Milan	Italy	Impact Hub
Expert	Caritas Srbije	Serbia	Caritas
Expert	Movingmood	Spain	-

Role	Organisation	Country	Network
Expert	UnLoc	Romania	-
Expert/ Entrepreneur	BlindLook Freedom Technologies Company	Turkey	-

—— Pilot 1

BSO: Impact HubAthens

Short summary of pilot: idea & start up support for people with mobility disabilities, blind and slight cognitive disability.

Successful tools: online workshops, speed dating with experts, community events for skillshare putting in the center the target audience, press follow up in order to disseminate the profile of disabled entrepreneurs, homework after each workshop with 1:1 coaching session to assess the implementation of the tool on the business and solve questions

→ *athens.impacthub.net/academy*

—— Pilot 2

BSO: Inkubator Sezana

Short summary of pilot: Business school for deaf people.

Successful tools:
- Lean entrepreneurship
- Interpreters and subtitles
- Creative workshops
- Online business model canvas

—— Pilot 3

BSO: Impact Hub Milan

Short summary of pilot: Supported entrepreneurs with disabilities in developing self-confidence and their entrepreneurial abilities in order to start a viable business. Helped them acquire relevant competences in the fields of business, entrepreneurship, and employment to enter the market effectively.

Successful tools: social media tools, training, mentoring, storytelling.

—— Pilot 4

BSO: bwcon

Short summary of pilot: Awareness of the needs of Entrepreneurs with Disabilities in the bwcon Network Business Development Support and Consulting in regards to access to funding and potential partners for three Entrepreneurs with Disabilities. Increased visibility given to help connect with supportive people.

Successful tools: Individual coaching, training for consultants, networking facilitation.

—— Good case practices, tools and methodologies

- Finding a partner to co-create the programme (with the knowledge element on PwD);
- Working with the target community to co-design the program;
- Scouting participants through organisations that are already in touch with the community;
- Being open and flexible to welcome individuals recognising support needs (cater to possible additional needs, even in the recruitment process);
- Offer communication and other skills training for mentors.

—— Learnings

- "To do a good job in including PwD, you need to have expertise. So make sure you surround yourself with experts";
- "It is important that programs focus on empowerment and that we act as allies to PwD";
- "You can't be successful in inclusion without really learning about your target group".

—— Key elements to consider when including this group

- Inviting community organisations of PwD to co-design programs is key to success;
- Make sure you really understand the barriers any participants with disabilities face and remove them;
- The group of PwD is very wide, to create support structures, focus needs to lie on specific needs of each group;
- Disabilities can also be invisible and often PwD don't like to be labeled as such;
- Accessibility often requires extra budget.