



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;

- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

The ITCILO aims to be an enabling and disability-inclusive learning environment. Please let us know your specific requirements when you apply.

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
International Labour Standards,
Rights at Work and Gender Equality (ILSGEN)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

Website: www.itcilo.org



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A9011181

Disability Equality Training Training of Facilitators (ToF - DET)

Learn to be a change agent.

Become a Disability Equality Training Facilitator.

Turin, Italy

16 – 20 July 2018

Aprender تعلم Learn учить Apprendere Aprender 学习 Imparare Learn تعلم
 Comprendre 理解 Understand понимать Comprendre فهم Understand Capire
 获得 Ottenere зарабатывать تحقيق Gain Obtenir 获得 Obtenir зарабатывать
 Listen Écouter Escuchar 听取 Ascoltare استماع Escuchar слушать Listen
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International Training Centre

Disability Equality Training • Training of Facilitators (ToF - DET)

What is DET?

In this workshop, participants will learn and practice the skills to become Disability Equality Training facilitators and change agents in their own organizations.

Disability Equality Training (DET) is a dynamic, focused, highly participatory groupwork approach to changing attitudes and practices towards the greater inclusion of people with disabilities in mainstream employment, services and activities. Disability Equality Training:

- links directly with the social (rights-based) model of disability;
- aims to bring about practical equality of participation by people with disabilities;
- involves participants in making plans for necessary changes in how they work.

Benefits

DET has been used all over the world with all kinds of organizations, with people from a wide variety of backgrounds, from parliamentarians to schoolchildren, diplomats to grassroots activists, business moguls to nuns.

DET works best as part of a committed and comprehensive programme of change in an organisation's policies or practices related to staff, customers or beneficiaries with disabilities. Ideally, organisations undertake DET because they want to improve the way that they deal with customers or employees with disabilities so that they can create equality of participation. DET can also help organizations to decide to move in this direction.

Objectives

DET aims to:

- sensitise participants to the implications of disability issues, and the experience of disability and impairment, for the organisations they work for and the services and activities that they plan, run, support and promote;
- introduce participants to the basic tools and concepts they need in order to make the changes necessary for equal participation by people with disabilities in those organisations and services;
- stimulate actual and meaningful change in participants' day-to-day work and lives;
- help participants planning for action and change.

The Training of Facilitators Workshop (ToF) aims to equip a selected group of participants with the skills necessary to run DET training within their own work contexts.

Content

Outline programme:

Day 1	Day 2	Days 3-4	Day 5
introduction; demonstration of the main elements of DET	continuation of main elements of DET; analysis of the main elements of DET and of facilitation	individual practice facilitation and analysis; summary of learning	applying facilitation techniques to DET content; DET flow; outstanding issues/matters arising

The content of a typical DET includes:

- attitudes to disability, and how these impact on the efficiency and effectiveness of organisations and services;
- key concepts in disability equality, and how to apply them;
- appropriate language and basic disability etiquette;
- national and international legal frameworks, policies and practices related to people with disabilities, and how these apply to participants' own work and situations;
- reasonable accommodations necessary to achieve equality of participation for people with disabilities in organizations and services;

During the first 1.5 days of the ToF, participants will take part in a typical DET workshop. Then, they will have the opportunity to reflect and practice as DET Facilitators.

As part of the ToF-DET programme each participant has to design and deliver a 30-minute individual practice facilitation session. Preparation is done as "homework". As well as the group feedback after each practice facilitation session, participants can avail of the opportunity to receive more detailed one-to-one feedback from the programme leader.

There is an option to complete a short written assignment after the ToF-DET. The aim is to see how the participants can situate DET for the kinds of participant groups they are likely to work with.

Assessment of participants in ToF-DET comprises observation during the workshop, plus the written assignment. Participants who are adjudged to be competent in both the practical and written parts of the programme will receive an exclusive DET facilitators' manual.

Format and Methodology

In practice, DET is:

- **dynamic** (challenging, and tailored to the needs and interests of each group of participants)
- **participative** (experiential exercises, games, dramas and discussions form the main learning activities)
- **work-related** (relevant to participants' actual work and interests)
- **reflective** (participants have the opportunity to think broadly about their work and its impact on people with disabilities)
- **encouraging and supportive** (facilitators create a working atmosphere which enables participants to speak openly, without fear of criticism)
- **creative and constructive engagement** (focused on finding solutions which work)
- **contemporary** (based on the latest ideas about creating equality of participation for people with disabilities)
- **adaptable** (can be re-arranged to suit different cultural environments, and different levels of education or kinds of background).

DET respects participants as experts in their own fields, and so aims to build on their existing knowledge and skills. It works to stimulate disability-related **competence, confidence** and **commitment** in participants, facilitating them to bring their own expertise to their learning about disability equality. While introductory, it delivers practical advice which participants can implement immediately in their work and personal lives.

The ToF takes the same approach, and provides participants with the tools to replicate these methods.

Participants' profile

Staff from public and private institutions wishing to help their organisations become more disability inclusive. Representatives from UN agencies, Ministries of labour, workers and employers organisations, gender and other equality bodies, disabled people's organizations, NGOs.

Preference will be given to applicants with some experience of facilitation and/or training, and/or who intend to work specifically on disability inclusion or mainstreaming.

Given the high level of inter-activity and feedback received by the expert, the Training of Facilitators is open to a **maximum number of 13 participants**.

ITCILO is committed to providing reasonable accommodations to enable to participate. Unfortunately, because of the methodology of DET, it is not possible to provide sign language interpretation or live captioning services.

Language

English

Cost of participation

The total cost of participation in the course is **2,215 euro** and includes tuition fees and subsistence costs.

- Tuition fees cover: tuition, training materials, course preparation, implementation and evaluation.
- Subsistence costs cover: full board and lodging at the Turin Centre's Campus; emergency medical insurance; socio-cultural activities.

The price does not include travel costs between participants' home and the course venue. The cost of passports, visas to enter Italy, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not reimbursed.

Payment modalities

Payment should be made in advance by bank transfer to:

Account no. 560002
Bank: Intesa San Paolo SPA
IBAN: IT96 G 03069 09214 100000560002
BIC: BCITITMM
Address: Viale Maestri del Lavoro 10, 10127 Turin - Italy

Note: On the bank transfer form, kindly state your name and the course code (A9011181).

Applications

Enquiries regarding this course may be submitted via e-mail to the following address: ilsген@itcilo.org

Individuals interested in attending this course must apply on line, filling in the registration form available at: <http://intranetp.itcilo.org/STF/A9011181/en>

All applications should be accompanied by a nomination letter from the sponsoring/funding institution. Interested candidates are asked to submit their application by **4 June, 2018**.

In line with the ILO's mandate to promote social justice and universally recognized human and labour rights, the ITCILO aims to ensure maximum diversity and gender balance among course participants