

Disability Inclusion for SHG Members



LEVEL 2

For CRPs support content
delivery to SHGs

Welcome, Changemakers!

Over the next two days, we will walk through the journey of making every SHG a truly inclusive space. This guide will be your map.

Agenda:

Day 1: Module 1 - Building Empathy & Connection

Day 2: Module 2 - Creating Opportunity & Action

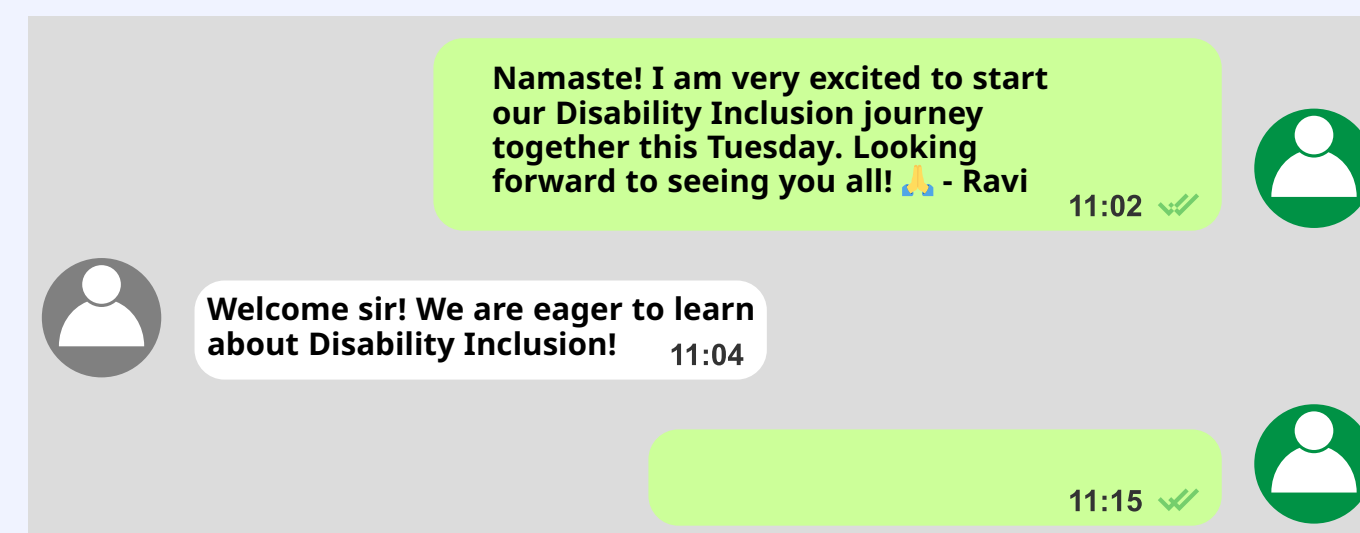


Know your assigned SHG

For each SHG you are assigned, you will receive a brief with key information. Before you make your first visit, please review the following details:

Key Information to Check:

- SHG Name & Location.
- Name & WhatsApp number of the SHG President/Leader.
- Total number of members in the group.
- Any existing information about members with disabilities.
- Name of the local Y4J contact for support.



Your Goal as a CRP: To Build Bridges

Your goal is not just to deliver a training. It is to open hearts, build understanding, and empower SHG members to become champions of inclusion in their communities.



Key Objectives:

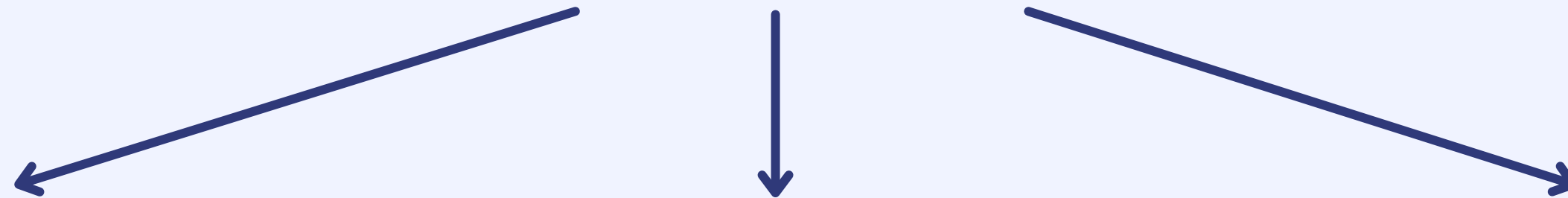
Build a foundation
of empathy.

Equip SHGs with
practical, day-to-day
skills.

Help SHGs become
"grassroot
incubators" for
members with
disabilities.

Your role as CRP:

Your goal is not just to deliver a training. It is to open hearts, build understanding, and empower SHG members to become champions of inclusion in their communities.

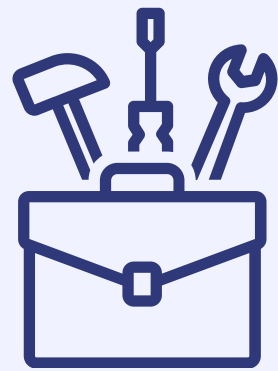


The Facilitator:
You create a safe space for sharing and listening.

The Coach:
You guide practical exercises and build confidence.

The Strategist:
You help the SHG think critically and plan for the future.





The Tools for Success:

You will be equipped with three key resources for this training.

This Presentation Deck:
Your high-level map and guidelines.

The A4 Guide Booklets:
Your detailed, script-by-script guide for each stage.

Physical Collaterals:
Posters, Handbooks, and Flashcards to make learning visual and engaging for SHG members.

Day 1: Module 1 - Building the Foundation

STAGE 1

Empathy Building, Sensitization & Creating a Safe SHG Space

Total Duration: 2 Hours

Overall Goal: To build a strong foundation of empathy and help members relate to the feeling of exclusion.



CRP Stage 1
Guidebook

Use the CRP Stage 1 guidebook to prepare for the training.



Stage 1: Segment Breakdown

Segment 1: Priming - What is Inclusion?

Time: 30 mins

Goal: Connect with
the feeling of
exclusion.

Segment 2: Understanding Disability

Time: 50 mins

Goal: Bust common
myths and define
disability with respect.

Segment 3: Barriers & Inaccessibility

Time: 40 mins

Goal: Identify barriers
and understand the
concept of Equity.

Stage 1: Key Engagements & Tools

Segment 1: Priming - What is Inclusion?

Engagement: "Myths vs. Facts" Activity & "Can You or Can't You?" Game.

Tool: "Types of Disabilities" Poster.

Segment 2: Understanding Disability

Engagement: Video Story (Gayathri's Story) & Group Discussion.

Key Concept: Inclusion, Belongingness, Allyship.

Segment 3: Barriers & Inaccessibility

Engagement: Video (Radha's Day), Group Exercise & Empathy Activities (Blindfold, Lip-reading).

Tool: "Before & After" Posters to show solutions.

Day 1: Module 1 - Building the Foundation

STAGE 2

Day-to-day Inclusion practices, Disability Etiquettes, and Creating a Safe Space

Total Duration: 2 Hours

Overall Goal: To move from empathy to practical,
day-to-day actions.

CRP Stage 2
Guidebook

Use the CRP Stage 2 guidebook to
prepare for the training.



Stage 2: Segment Breakdown

Segment 1: Cultivate an Inclusive Mindset

Time: 45 mins

Goal: Learn to see the person beyond their disability.

Segment 2: Disability Etiquettes (Dos & Don'ts)

Time: 40 mins

Goal: Learn clear, simple rules for respectful interaction.

Segment 3: Creating an Emotionally Safe Space

Time: 35 mins

Goal: Commit to actions that build trust and respect.

Stage 2: Key Engagements & Tools

Segment 1: Cultivate an Inclusive Mindset

Engagement:
Role-Playing Activity
(Approaching a new
member with a
disability).

Key Concept: How to
ask questions
respectfully.

Segment 2: Disability Etiquettes (Dos & Don'ts)

Engagement:
Disability-Specific
Checklist Activity.

Tool: Disability Dos &
Don'ts" Posters.

Segment 3: Creating an Emotionally Safe Space

Engagement:
"Same-Same" Game &
Group Pledge.

Facilitator's Mindset for Day 1

Your role today is a Safe Space Creator. You are building the foundation of trust and empathy upon which all future learning will stand.

Keep in Mind:

- **Listen More, Talk Less:** Your primary job is to create a non-judgmental space where women feel safe to share personal stories. Affirm every experience.
- **Focus on 'Feeling,' as well as 'Facts':** When discussing stories or busting myths, always guide the conversation back to how these situations make people feel—included, excluded, respected, or hurt.
- **Be the Example:** Model the inclusive behaviors you are teaching. Be patient, use respectful language, and make a special effort to ensure quieter members feel their voice is heard.



Day 2: Module 2 - Creating Opportunity

STAGE 3

Opportunities for PwD and Capacity Building for SHGs

Total Duration: 2 Hours

Overall Goal: To transition the SHG into a "grassroot incubator" that actively creates economic opportunities.



CRP Stage 3
Guidebook

Use the CRP Stage 3 guidebook to prepare for the training.



Stage 3: Segment Breakdown

Segment 1: Understanding Independence

Time: 75 mins

Goal: Explore financial independence and practice problem-solving.

Segment 2: SHG Support

Time: 15 mins

Goal: Reframe "support" as removing barriers, not giving charity.

Segment 3: The Inclusivity Audit

Time: 30 mins
(adjusted from 45 for overview)

Goal: Introduce a practical tool for the SHG to measure its own inclusivity.

Stage 3: Key Engagements & Tools

Segment 1: Understanding Independence

Engagement:
Case Study (Rekha's
Story) & Group
Problem-Solving
Activity.

Tool: "Types of
Independence"
Flashcards. Problem
solving worksheets.

Segment 2: SHG Support

Engagement:
Discussion on powerful
quotes about support.

Key Concept:
"Support means
changing the space and
mindset, not the
person."

Segment 3: The Inclusivity Audit

Engagement:
Introduction to the
Audit process and
metrics.

Tool: The "Inclusivity
Audit Handbook."
Posters showing
"before and after"
visuals.

Day 2: Module 2 - Creating Opportunity

STAGE 4

Sustain and Scale - Our Journey Continues

Total Duration: 2 Hours

Overall Goal: To empower SHGs to make inclusion a permanent part of their culture and to actively use their inclusive foundation to create real economic opportunities for all members.



CRP Stage 4
Guidebook

Use the CRP Stage 4 guidebook to prepare for the training.



Stage 4: Segment Breakdown

Segment 1: Training Reflection & Closing Notes

Time: 30 mins

Goal: To help members internalize their learning and feel a sense of shared commitment to the journey ahead.

Segment 2: Kickstart Inclusion Journey

Time: 90 mins

Goal: To create concrete, member-owned actionables for both sustaining the inclusive culture and scaling economic impact.

Stage 4: Key Engagements & Tools

Segment 1: **Training Reflection & Closing** **Notes**

Engagement: Facilitated Discussion Circle using prompt questions.

Key Concept: "Inclusion is a Journey, Not a Destination."

Segment 2: **Kickstart Inclusion Journey**

Suggested tools: Pledgebook, Success stories, Inclusive Poster, Suggestion Box , Event Planning , Discussion on External Linkages (Schemes, Training) , and WhatsApp Group Setup.

Key Concept: Turning daily practice into real opportunity.

Facilitator's Mindset for Day 2

Your role today shifts to a Strategist. You are helping the SHG build systems for long-term success.

Keep in Mind:

- **Encourage Practical Solutions:** When groups are problem-solving, push them to think of low-cost, community-based ideas.
- **Frame the Audit as Empowering:** Emphasize that the audit is a tool for self-improvement and growth, not a test.
- **Connect to Economic Growth:** Always link inclusion back to the SHG's main goal: making everyone financially stronger.



Your Preparation Checklist:

- ☒ Read the detailed A4 Guide Booklet for the day's module.
- ☒ Practice telling the stories (like Gayathri's) in your own words.
- ☒ Download or check that all videos are working on your phone/device.
- ☒ Prepare all physical collaterals (Posters, Handbooks, etc.).
- ☒ Arrive early and arrange the seating in a circle to encourage participation.



Your Facilitation Mantra

Remember these principles during the session.

Guide, Don't Lecture:

Ask questions instead of giving answers.

Manage the Time:

Gently guide the conversation to stay on schedule. Use the timings in this deck as your guide.

Celebrate Every Voice:

Make sure quieter members also get a chance to speak.

Connect to Their Lives:

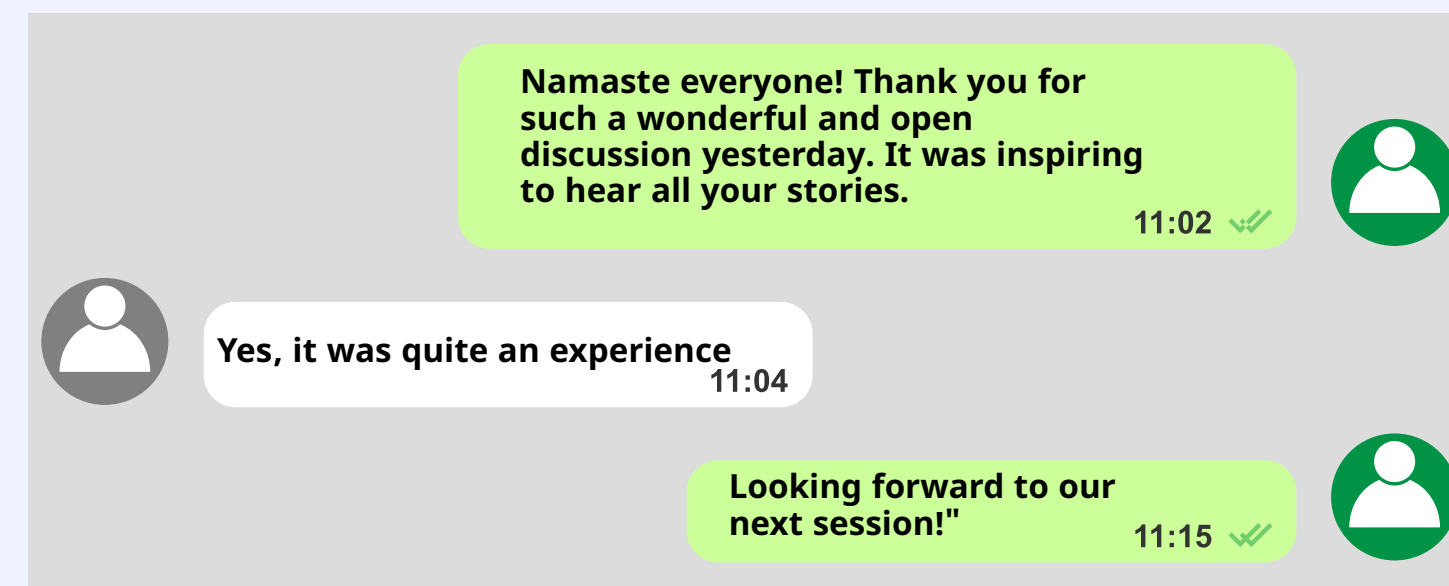
Always link the concepts back to their own SHG and village experiences.



After Your Training Session

Sample WhatsApp Check-in Message: The day after the training, send a simple message to the SHG's WhatsApp group to reinforce the learning.

"Namaste everyone! Thank you for such a wonderful and open discussion yesterday. It was inspiring to hear all your stories. Let's remember the small step we each pledged to take to make our group even stronger. Looking forward to our next session!"



Post-Training Follow-Up.

The training sessions may be over, but your most impactful work is just beginning. Your role now shifts from a Trainer to a Mentor.

Your Goal: To help the SHG independently sustain their inclusive culture and scale their economic impact over the long term.



Your Follow-Up Plan

The Mentor & Monitor Role

The 3-Month Check-in:

Schedule a follow-up visit three months after the training. Your goal is to listen, not to teach. Ask about their "Inclusivity Tree," discuss their Action Plan, and help them brainstorm solutions to new challenges.

Documenting Success:

Your next task is to find and document one powerful "Success Story" from the group within six months. This story is the proof of our impact. Goal: Bust common myths and define disability with respect.

Guiding the Ladder Climb:

Your long-term role is to help the SHG climb from Bronze to Silver to Gold. You will do this by connecting them to the resources and opportunities we discussed in Stage 4.

Building a Portfolio of Success

The success stories you collect are more than just stories; they are the SHG's portfolio.

How it works:

When an SHG helps a member with a disability launch a successful business, that becomes a key achievement in their portfolio.

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This portfolio is the proof of their experience and strength.

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This is how they will achieve "Gold" status and truly scale their impact.

END

NEXT → CRP Guidebooks

