



Sustainable Development and Social Responsibility (SD&SR)/PRME 2016 APPENDIX 9: ESSEC Disability and Talents Certificate

Contact	Elisabeth Forget, CSR Project Director and Manager of Mission Handi-Capacités ESSEC
Name of initiative	Disability and Talents Certificate awarded after Disability and Talents Week
Field(s)	Campus Action, Diversity, Disability, Social Responsibility
Issues	Raise awareness and educate students about disabilities
Objectives	ESSEC students, faculty, and staff are eligible for the certificate. The purpose is to provide students fun, interactive, and professional gatherings, testimonials, and workshops to broaden their perspectives and teach them professional skills.
Timeline	March 2016: during Disability and Talents Week
Partner(s)	Companies, non-profits (Antoine de Saint Exupéry Youth Foundation, Handi'Chiens, etc.)
Brief description	ESSEC participants who attend at least five out of the eight sessions during Disability and Talents Week then take a quiz to assess their knowledge about disabilities and qualify for the ESSEC Disability and Talents Certificate.
Learn more	handicap.essec.edu/certificat
Indicators	90 certificates awarded in 2015-2016
Facilitating element	Students are genuinely motivated for Disability and Talents Week
Comments	This is a great event for raising student awareness, but it is also a "wellspring" that encourages our disabled students to approach Mission Handi-Capacités ESSEC and receive completely confidential counselling on special arrangements and support. "Acceptance" is still a bit tricky, so Disability and Talents Week helps them open up and talk.
Advantages	The Disability and Talents Certificate in Managing Disabilities in the Workplace is a bonus on CVs when students are seeking an internship, an apprenticeship or a job.
SD&SR Guidelines	Chapter 2 - Governance/Action Plan

Programme for the 2016 Disability and Talents Week

MONDAY 7 MARCH

12:00 PM: Opening ceremony for Disability and Talents Week

11:00 AM - 4:00 PM: Accessibility to Knowledge Forum

12:00 PM - 3:00 PM: Awareness Workshops

7:30 PM - 9:00 PM: Speech by Étienne Hoareau, a great traveller who is disabled

TUESDAY 8 MARCH

12:30 PM - 2:00 PM: Disability in the Workplace - Josselyne Charrat, Director of Diversity at NATIXIS

7:30 PM - 9:00 PM: Invisible Autism - Thomas Poncelet, ESSEC Alumnus

WEDNESDAY 9 MARCH

12:30 PM - 2:00 PM: Digital Accessibility for the Visually Impaired - Kristell Breuilly, Director of Mission Handicap
La Banque Postale

7:30 PM - 9:00 PM: Presentation by ESSEC PHARES Tutors

THURSDAY 10 MARCH

12:30 PM - 2:00 PM: Disability and Performance - Dorine Bourneton, disabled pilot. Advisor to Airbus on
adapting workstations for long and medium haul pilots. Disabled stunt pilot

7:30 PM - 9:00 PM: Performance "Elle est tant" (She is so much) -

FRIDAY 11 MARCH

12:30 PM - 2:00 PM: Entering the Working World - Thomas Mériaux, Director of Ability.