

DRAWING OUR VOICES

METHODOLOGY GUIDE

*A European project for inclusion through art.
2021-2022*



Guide “Drawing Our Voices. Methodology guide”

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ART, DIVERSITY, AND INCLUSION.

Linking art, inclusion and diversity is a plea for a more open-minded world as disabled people experiment a lot of prejudiced opinions and attitudes, restricted access to everyday activities and place, leading to exclusion.

By integrating diversity and inclusion to art, structures will contribute actively to provide and promote more accessibility, independence, and opportunities to disabled people in a way that enables them.

OBJECTIVES OF THE FOLLOWING GUIDE

The objective of this guide is to create an innovative and clear methodology of adaptation, duplication, and dissemination of the project.

1

To propose a simple methodology to develop **inclusive entrepreneurship** projects linked **to artistic projects of people with disabilities**

2

To develop the skills of young people with and without disabilities, youth workers, social workers, **in the field of social economy.**

WHO

IS IT FOR?

This guide is targeted to local and European organisations, from small non-profit organisations to professional schools and all organisations engaged in creative practices in education and wishing to engage in social and solidarity economy (SSE) projects with people with disabilities.

DRAWING

OUR VOICES

Drawing our voices is a European creative project whose aim is to **transfer an artistic and inclusive local initiative (Dibuvoces project¹) as a good practice of social and solidarity business at European level.**

Initiated by Berbiquí, a Spanish organisation from Burgos that gives access to art to all according to their abilities, this project is based on cooperation, exchange of experiences and pooling of talents of different European entities that use art as a tool for social inclusion.

A pilot group of young disabled artists accompanied by Berbiquí expressed the wish to **develop and extend their project in order to acquire new skills, create their own job and meet other European citizens involved in creative practices.**

With the project “Drawing our voices”, Berbiquí wishes to **increase its territorial impact** by extending its scope of action to national and international levels.

¹: <https://www.dibuvoces.org/>



Credits: Ruth Carreño.

PARTNERS OF THE PROJECT

CO-ACTIONS (FRANCE)

Cooperative of entrepreneurs that supports social and solidarity economy projects.



AE VILELA (PORTUGAL)

Formal education centre that uses art as a central focus of transition to adulthood programming with its students with autism spectrum disorders.



EASD BURGOS (SPAIN)

Formal arts education centre that works on inclusive projects with Berbiquí.





Credits: Patricia Aparicio



Credits: Alicia López.

Another project activity was a **youth meeting and creative workshop** organised by Berbiquí in Burgos in March 2022 with the partner El Agrupamento Escolas de Vilela (Portugal) and Ludosens, a French partner of Co-actions, which is an association working with youth with neurodiversities.

Several **artistic workshops** took place around drawing on various materials (oilcloth, textile to make a cape...), in preparation for the fashion show, the highlight of the week. This fashion show took place at **the Museum of Human Evolution of Burgos** and showcased people in all their diversity in clothing created with everyone's contributions.

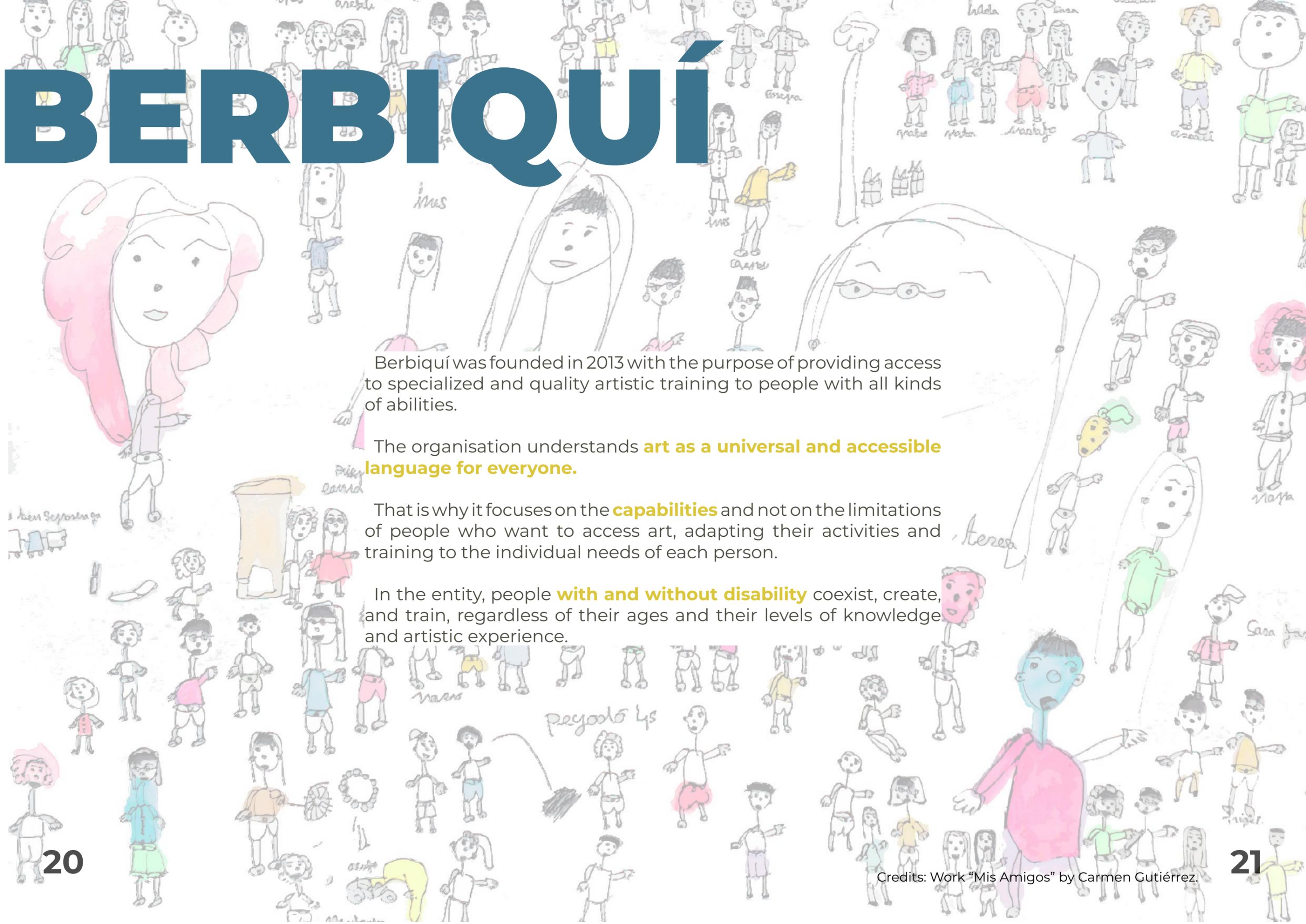
This fashion show in a museum dedicated to evolution seemed particularly appropriate: the outcome of the whole chain of human evolution is this **diversity of faces, of ways of functioning and moving**. The true evolution lies in the meeting of young people of three European nationalities, celebrating diversity through art.



18

9

image credits: Alejandro García, Alicia López y Alba Cantera.



BERBIQUÍ

Berbiquí was founded in 2013 with the purpose of providing access to specialized and quality artistic training to people with all kinds of abilities.

The organisation understands **art as a universal and accessible language for everyone.**

That is why it focuses on the **capabilities** and not on the limitations of people who want to access art, adapting their activities and training to the individual needs of each person.

In the entity, people **with and without disability** coexist, create, and train, regardless of their ages and their levels of knowledge and artistic experience.

ART

Their goal is to make art accessible to everyone according to their abilities, by offering quality artistic education that allows the development of creative and expressive abilities, and favouring the performance of an active role in society through art. They also access to all types of groups, both to artistic creation and to the enjoyment as spectators of any discipline. All this to make visible and allow inclusion from art to all people, becoming the echo of their voice.

DIVERSITY

Berbiquí recognizes people's diversity in terms of physical, psychological, social or cultural characteristics and takes diversity to its maximum expression: non-discrimination is taken very seriously. For this reason, the organization not only opens its doors to all people, but also works so that everyone who participates in trainings and projects has an active role based on their abilities and not on their difficulties.



Image credits: Berbiquí Association website.

INCLUSION

Berbiquí is committed to a fairer and more inclusive society, where everyone can participate in it as a full citizen, regardless of their characteristics.

Therefore, one of their transversal and intrinsic objectives in all their activities is education in diversity: teaching through practice that working from the capacities in inclusive spaces is enriching for everyone.



Image credits: Berbiquí Association website. DN-I project.



Credits: Alicia López.



Image credits: Berbiquí Association website. Exhibition "Límite".

Berbiquí has three lines of action:

- Inclusive artistic education programs.
- Artistic creation projects of its own and in collaboration.
- Program of labour insertion in the artistic field for people with disabilities. DIBUVOCES fits in this last line of action.

DIBU VOCES

DIBUVOCES is a social entrepreneurship project, aiming at the professional insertion in the artistic field for people with disabilities.



Credits: Andrea Andrés.



Credits: Elena Martín.

The project relies on:

- Artistic collaborations with external partners such as a collaboration between artist Juan Elena and the Museum of human evolution of Burgos.
- Collections of illustrated products: tote bags and socks distributed through Berbiqui's online shop and in physical shops; design partnership of an apron with a souvenir shop in Burgos.

It is a project that emphasises human value and potential, a project by and for people, which impacts not only the well-being of the participants but also on society by promoting social inclusion.

Dibuvoces is also committed to providing the maximum coherence and social commitment complying with sustainability criteria in product development and design, distribution, marketing, distribution, and sales.

WHAT DOES DIBUVOCES OFFERS?



ILLUSTRATIONS ET CREATIONS

WITH

A VOICE AND A STORY OF THEIR OWN

Dibuvoces is born from the play on words “drawing” and “voices”. Berbiquí wants to highlight DRAWING as a vehicle of expression that provides the person with an individual and personal language. In the illustrated products, you can hear the voice of each illustration, each of them hides its own story written and narrated by the author².

²<https://www.dibuvoces.org/producto/tote-bag-vuelo-rapido>



Credits: Andrea Andrés.

OUTSIDER ART

Their authors are not graphic designers or artists in the usual sense as they are not professionals with formal artistic training. This means that their creations have certain characteristics that give them an identity and differentiate them from the rest on the market, without neglecting quality and artistic criteria.



Credits: Pepe Medrano.

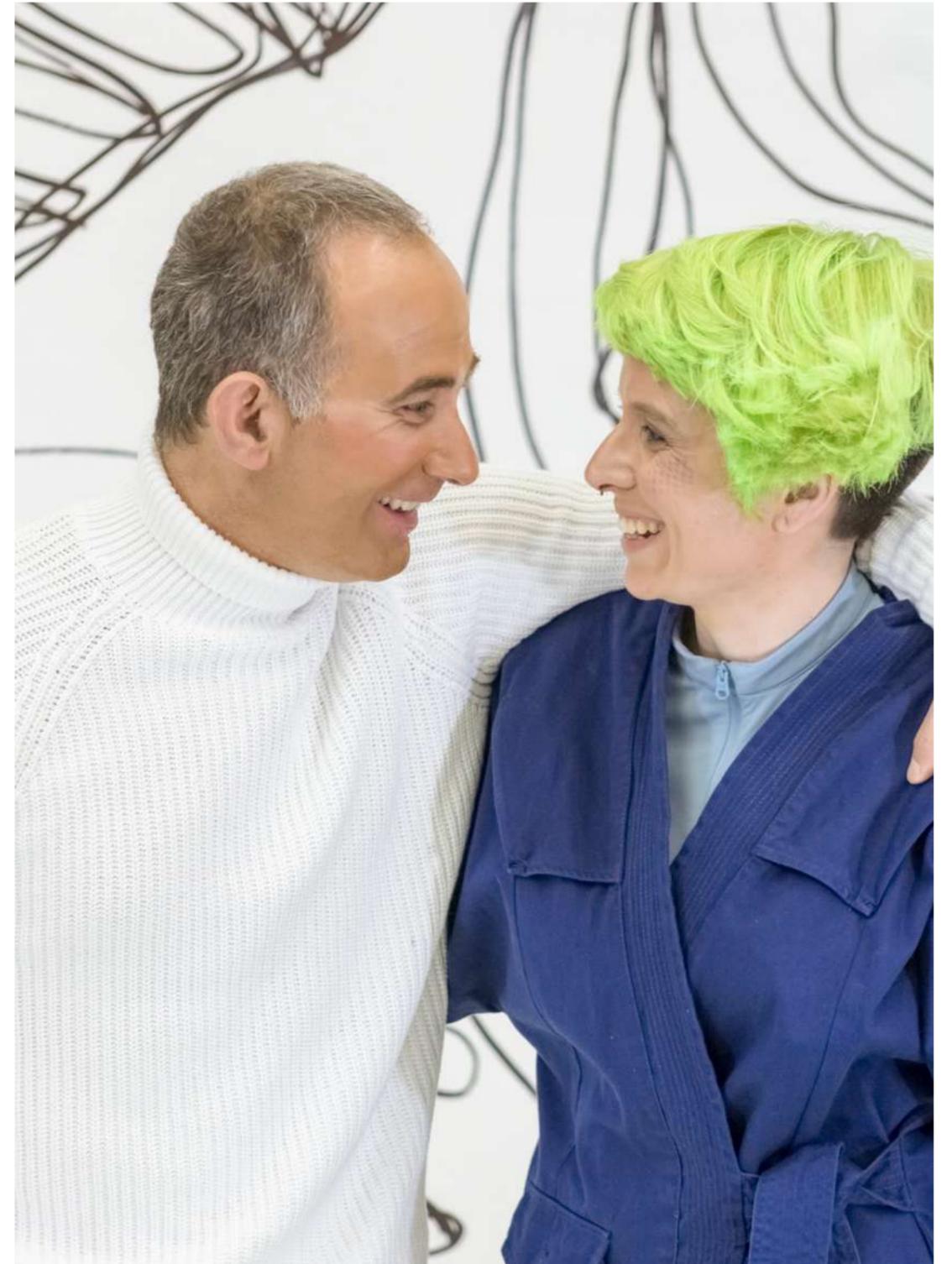
THE ECHO OF THEIR VOICE



They are author's illustrations and exclusive limited-edition creations. Dibuvoces respects the authorship of the illustrations, which are always signed with name and surname by their authors. We do not want them to lose their identity but to be the real protagonists, always highlighting their artistic potential and abilities and not their limitations.

Innovative art project promoting social inclusion.

Berbiquí was created to make art accessible to everyone according to their abilities and needs. Dibuvoces has become an initiative for artistic employment for people with disabilities in Burgos who have undergone artistic training following an inclusive methodology. It is an entrepreneurial project based on quality criteria and centred on the person where the artists **actively participate in raising awareness in society**, breaking stereotypes associated with disability, offering a much more realistic and closer vision of it, away from paternalism and victimhood.



Credits: Tania Sánchez.



Dibuvoces is an innovative project, as it uses an inclusive methodology that highlights human diversity as a characteristic that favours enrichment and social cohesion. It is a project that emphasises human value and potential, a business model by and for people, which impacts not only on the well-being of the participants but also on society by promoting social inclusion.

In addition, not only will we provide jobs for artists with disabilities, but the profits generated by the sale of products will be used to support inclusive artistic education projects focused on abilities in Burgos. In this way, every buyer will be collaborating and making it possible for anyone who wishes to have access to art and culture.



COHERENT AND RESPONSIBLE PRODUCT

The importance of the ethical and human dimension.

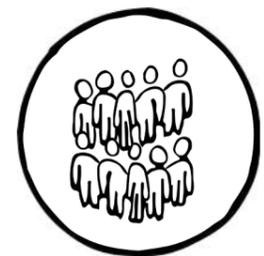
Dibuvoces is committed to providing maximum coherence and social commitment, both in its products and its own line of business. To this end, it will comply, as far as possible, with sustainability criteria in the different phases: product development and design, distribution, marketing, and sales. We will also use technology as an ally, making responsible and ethical use of it.



SUSTAINABILITY



**SUPPORT
FOR LOCAL
PRODUCTION**



**DIMENSION
ETHICAL AND
HUMAN**

BURGOS, HEADQUARTERS OF BERBIQUÍ

Berbiquí is a nationwide organisation based in Burgos, a small city of 177,100 inhabitants. Dibuvoces is a proposal that promotes the social and cultural development of Burgos and generates local identity. An initiative that empowers the city of Burgos and makes it part of the impact and transformation at a social level.

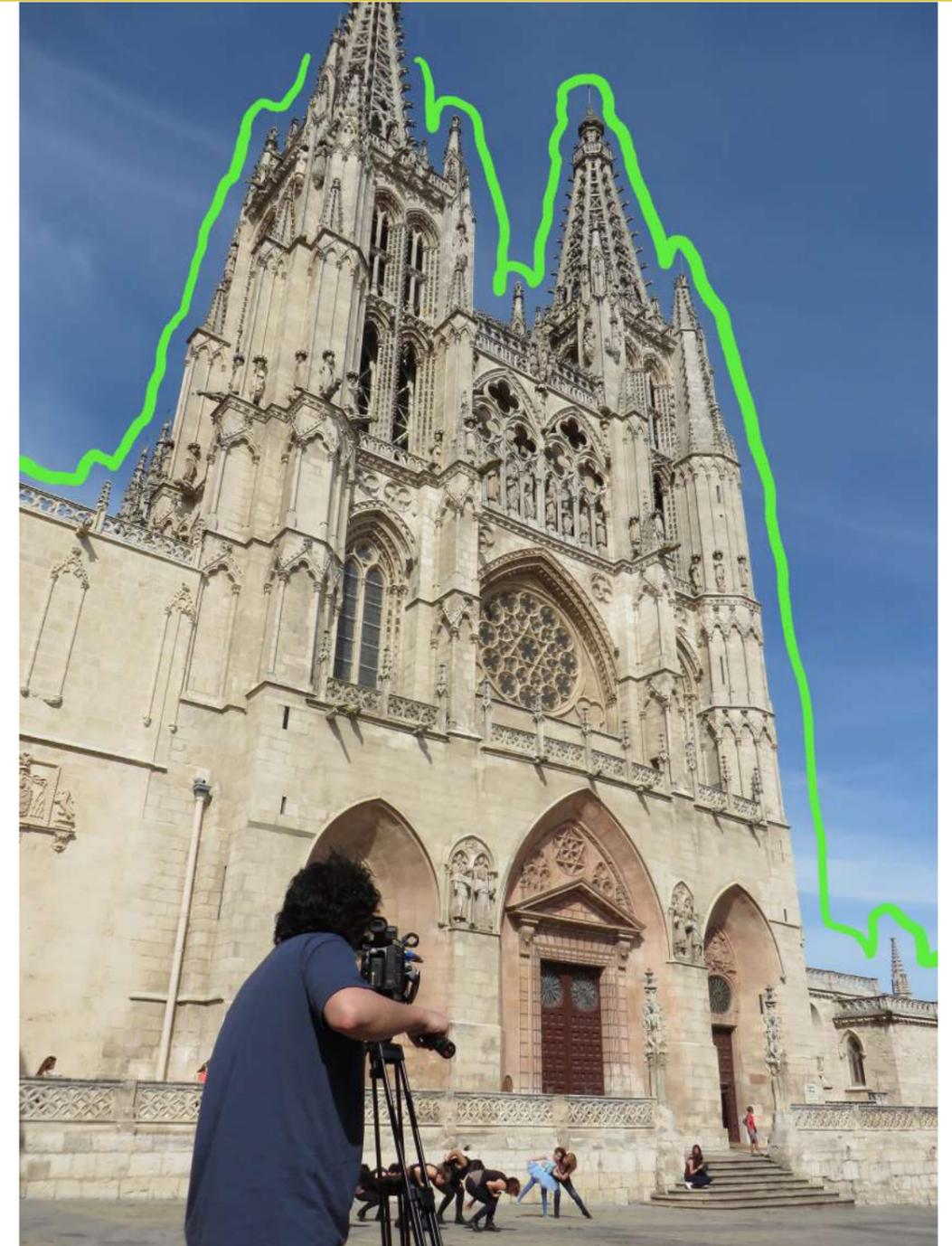


Image credits: Berbiquí Association website.

In December 2018, Berbiquí presented the 2nd edition of illustrated products: Socks, with the money obtained from the sale of the products of the 1st edition. They tried to implement the improvement proposals defined after their pilot experience and to work on the commercial viability of the Dibuvoces business line. They focused on the more social part of the project, leaving aside the more entrepreneurial part. However, they were aware that without the economic viability, they will not be able to achieve their goals, and that it is the means to achieve the social impact they desire.

After making the Dibuvoces project known to different entities, artists, and cultural projects, Berbiquí were asked to design artistic creations. In this way, Dibuvoces expanded its range of services, including not only the design of illustrated products but also the design and creation of interventions or artistic projects.



Credits: Andrea Andrés.



PROJECTS

This is how the following projects came about:

ëyëkë

Artistic intervention that they call: ëyëkë (in Yanomami to draw, to paint lines) Just as the Yanomami use their body as a canvas to show their identity as a group, the artists of Berbiquí transferred their graphic work full of authenticity and artistic expressiveness to the Maloka space; a space created for the multidisciplinary urban festival Tribu 2019 in Burgos.



Image credits: Berbiquí Association website.

RESET PLANET

The first LP of the electronic musician from Burgos Pure. In this album you can find the song "Run Brake Run" that Berbiquí used as soundtrack for one of its short films "Corre, frena, corre"³.

These are the authors: Miguel Rodríguez, Pedro Martín, Sara Olalla, Hada de León, Carmen Gutierrez, Borja González, Sandra Alegre, Gabriela Marín, Diego Sebastián and Marta Francés.

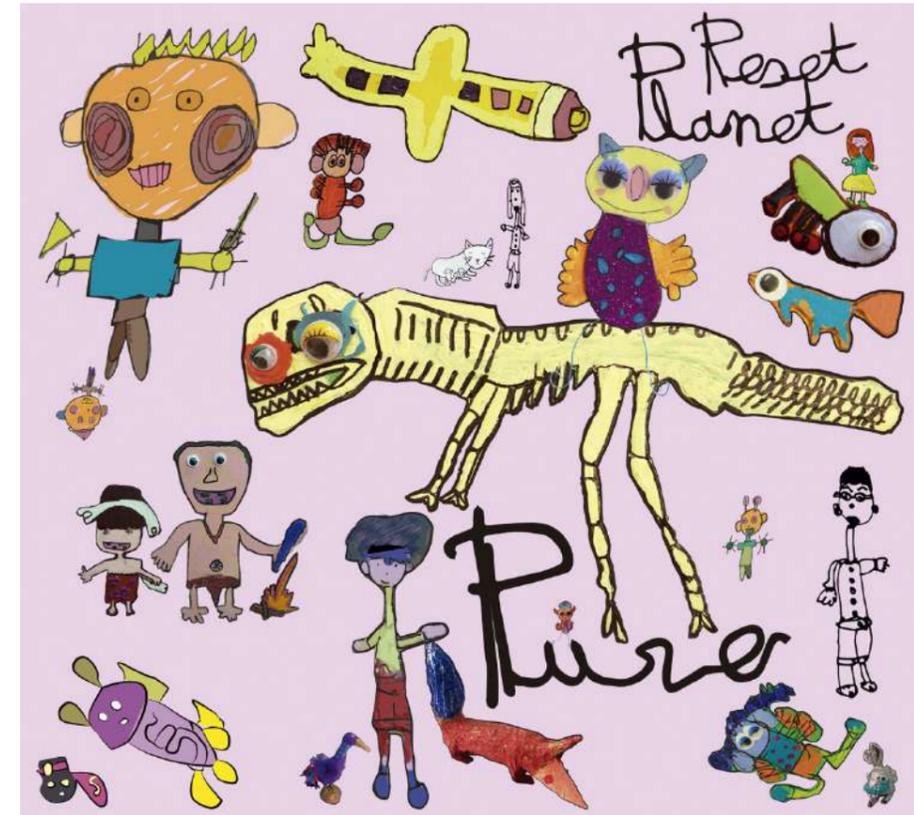


Image credits: Berbiquí Association website.



I PAINT LIVE, WILL YOU JOIN ME?

A project in which Berbiquí began to launch the solo career of one of their young artists: Juan Elena, betting on his professionalization in the sector. He made a set of 3 large format works live, where you could see his creation process. In just 8 hours the artist invaded his plastic creations with dots and lines, trapping the spectator in time. Impulsivity, immediacy, accumulation, and repetition together with his own use of colour give his work a great visual power. A poetics typical of outsider art, far from the main currents of contemporary art. A collaborative project between El Museo de la Evolución Humana.

[You can watch the video of this project by clicking here.](#)



Image credits: Patricia Aparicio.

A VERY TYPICAL APRON FROM MY CITY

For the new collection of illustrated products from Dibuvoces, Berbiquí wanted to go into a new field: souvenirs. After the tote bags, socks and stockings, the organisation launched an apron printed with a typical food, morcilla, from the city of Burgos. Dafne Espinosa is the author of this design. The final product, as always, will be accompanied by the voice of the artist explaining her design.

With this new product Berbiquí wants to continue advancing in the professionalisation of its artists and offer them a quality inclusive artistic education focused on their abilities. Moreover, in this case, the project is committed to the local economy: emphasising the city in which it is located and trying to generate local benefits, involving other companies in Burgos.



Image credits: Patricia Aparicio.

CHALLENGE ENCOUNTERED AND FOOD-FOR-THOUGHT

Berbiquí faced, and still faces a lot of challenges to put in place this ambitious project. The organisation chose to sell its artists artwork directly (online and in shops), without having marketing and/or sales profiles in its team. It made the team double its efforts in terms of energy: developing an online store, try to learn new skills, experimenting fundraising etc.

It raised questions about the future of the sales and marketing part in the organisation: **how to sell efficiently and generate profits without the proper skills and knowledge** and /or available time?



Credits: Alba Cantera.



Image credits: Dibuvoces website (Berbiquí Association).



Credits: Patricia Aparicio.

In 2022, Berbiquí decided that it was also time to **reposition their offer, adapt it** to its team's capacities and **think about what they wanted to achieve.**

Thus, based on the past experience of Berbiquí's team, their projects and the ongoing reflection process of the team, the cooperative of entrepreneurs Co-actions has worked on proposing a methodology. It takes into account the strong points experienced by Berbiquí and the challenges to be met by individuals, teams and communities wishing to become involved in artistic, inclusive and social economy projects.

METHODOLOGY IN 6 STEPS

A few key recommendations can be highlighted for other organisations that would like to emulate a similar inclusive project than Dibuvoces.



1. ELABORATE A GLOBAL STRATEGY

DESIGN THINKING.

Having a clear and defined idea of who you are, what you are trying to achieve and how you're going to do it will be key for your organisation to thrive. It can be an easy step to miss as you're eager to engage in concrete actions and help people. But don't forget that **the more your structure struggles, the harder it will be to make a difference.**

You should take the time to do this not-so-fun work that will make your life easier.

Here are a few tools you can use to help you in this direction:

Design thinking is a method developed by the Stanford University in the 70's, originating from the way product designers work. It focuses on **generating innovative ideas** through the understanding and providing of solutions to the users' real needs.

The process of the design thinking method takes place in 5 phases:

- **Empathy:** The process begins with a deep understanding of the needs of the users, putting yourself in their shoes.
- **Definition:** Identify what adds value to your proposition from the last phase and can be key to new perspectives.
- **Ideation:** Create ideas to generate a myriad of options.
- **Prototyping:** Build prototypes to make ideas palpable and visualize possible solutions.
- **Testing:** Test the prototypes with the users you're targeting.

You can use the "**Design thinking Bootleg**" guide from the Stanford University to help you navigate with design thinking and elaborate your own plan⁴.

³: <https://urlz.fr/iDT8>

GLOBAL STRATEGY DIAGRAM.

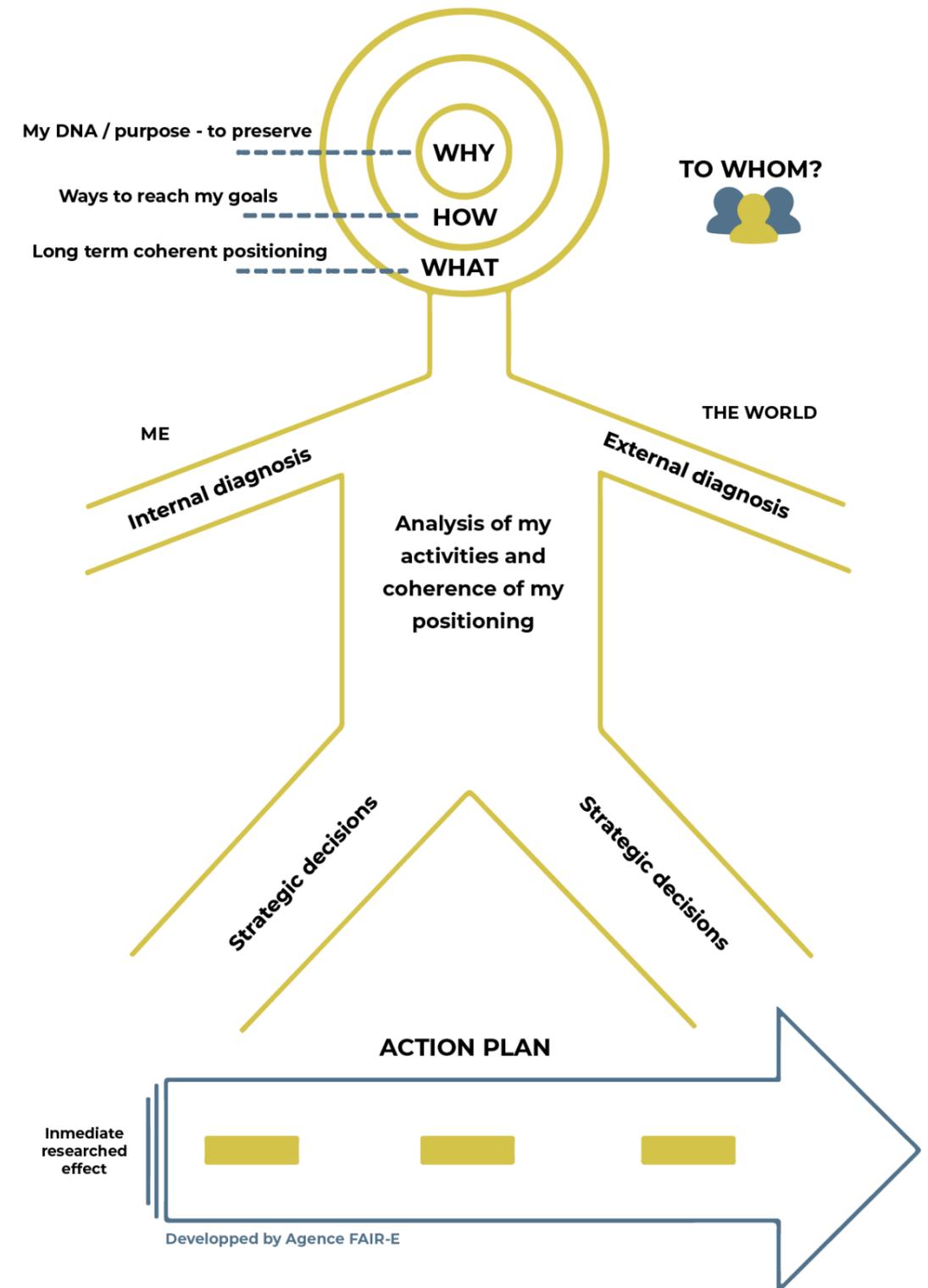
The following diagram represents all the steps you should be taking to elaborate your global strategy, from your DNA to the strategic decisions you will take and finally your action plan to reach your goals.

This diagram is inspired by Simon Sinek's golden circle theory⁵.

It is an interesting tool to use with your entire team, as the collaboration process will help everybody to be on the same mindset, have a clear vision of the structure's goals and ambitions and could lead you to reach new opportunities, such as private funding for instance.

It could be interesting to dedicate a few days in a row to this activity or plan one day a month to elaborate it.

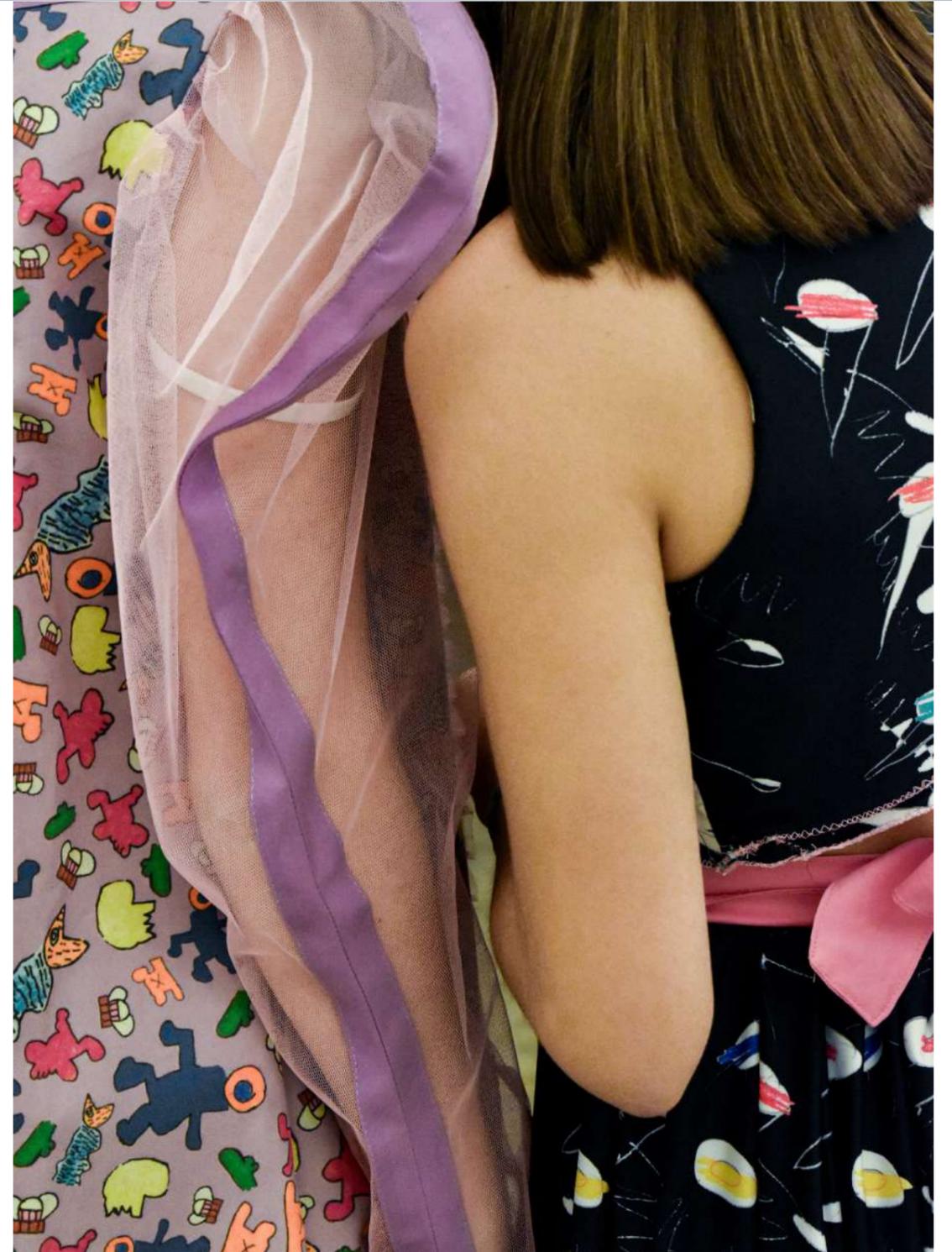
⁵: https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action



2.SURROUND YOURSELF WITH THE RIGHT PEOPLE AND THE RIGHT COMPETENCIES

Accept that it is normal to not know how to do everything by yourself. For example, you would like to sell merchandise: it can be a complex activity to lead if you know nothing about it.

You can try to learn how to sell, find someone who has the skills and take care of it or find another way to make money altogether. Don't hesitate to subcontract! If you need competencies that you don't possess, you can require the services of an external expert on the subject you want to tackle. It might mean spending money at the moment, but it will make your life easier afterwards and help you develop your skills and / or structure.



Credits: Alba Cantera.

3.FIND WAYS TO PROFESSIONALISE ARTISTS

For your structure to thrive and reach its goals of inclusiveness and diversity in the art world, it is important to find ways to professionalise the artists. Here are three possible ways identified studying **Berbiquí and similar structures' work:**



Credits: Alba Cantera.

SELL THE ARTISTS ARTWORKS

The natural path to professionalisation is directly selling your artists' work. The practice used the most in similar structure is to split a fair share of the sale between artists and structure.

You can also find ways to sell it in a more indirect way, such as merchandise or selling design opportunities to companies that could use your artists artworks.



Image credits: Dibuvoces website (Berbiquí Association).

BE AN ADVOCATE OF THEIR VOICES, SENSITISE THE ART WORLD AND BUILD SUSTAINABLE PARTNERSHIPS

Your structure should be **an advocate for your inclusion goals to the art world**: it can be important to make your artists known to art galleries and participate to exhibitions. It will be beneficiary to the sales of artworks.

One way to do it is to have your organisation in a shared art centre with galleries.

Another way is to build sustainable relationships with art galleries from your city, region and even in other countries.

Participating to international exhibitions will also help in this direction.

You could propose **awareness-raising actions and trainings** on their employability and professional inclusion, to organisations of the art world but also to public authorities.

By doing so, it will also help **normalise the place of minorities** in the art world.

MAKE THEM DEVELOP THEIR SKILLS

In addition to them being creators, another way to professionalise your artists could be for them to teach their developed talents.

They could co-facilitate work sessions on the art they choose to develop, for example: dance workshops for children or training courses for future teachers / educational advisors...

4.DIVERSIFY YOUR SOURCES OF FUNDING

Financing is the biggest issue organisations like Berbiquí are facing and it is also the most important way to continue activities and projects. Therefore, it is important to not rely just on external grants or just on workshops with beneficiaries and to diversify the way your organisation functions:

- Internal funding = participants fees, merchandising, direct artwork sales, workshops, design offers to companies
- External funding = government grants, trust fund grants, private fundings (patronage, individual donations...)

Regarding external private or public funding, don't hesitate to look for them: there are a lot of them, and some could correspond to your vision and goals.



Credits: Alicia López.

5. DEVELOP COOPERATIONS



Credits: design by Jesús Torres.

Developing partnerships and cooperations is key to a successful organisation, as they showcase your activities and can help make yourself known and thought about.

Two types of cooperation can be identified external and internal.

EXTERNAL COOPERATIONS

- **Think local**

Local cooperation will help make your organisation a key actor of your community/ area and initiate local dynamics that can be easily assessed.

They can be public (e.g.: with museums or schools) or private (e.g.: with art galleries or companies, NGO's..). They could also help develop local job opportunities.

- **Promote cooperations with organisations of the Social and Solidarity Economy (SSE)**

The Social and Solidarity Economy seeks to pursue activities that have a positive impact, allow decision-making for all, and puts people above profits. It concerns non-profits organisations but also cooperatives, foundations, social enterprises.

Cooperation is a central notion for the SSE, as opposed to competition between structures. It is a matter of creating and developing innovative, virtuous, and in-depth partnerships between SSE actors, public actors, traditional companies, universities, etc.

By joining forces with other structures of the Social and Solidarity Economy, you will be able to have more resources (in terms of skills, means, knowledge, opportunities...) and work towards a common goal and common values.

INTERNAL COOPERATIONS

- **Involve your artists in the decision process**

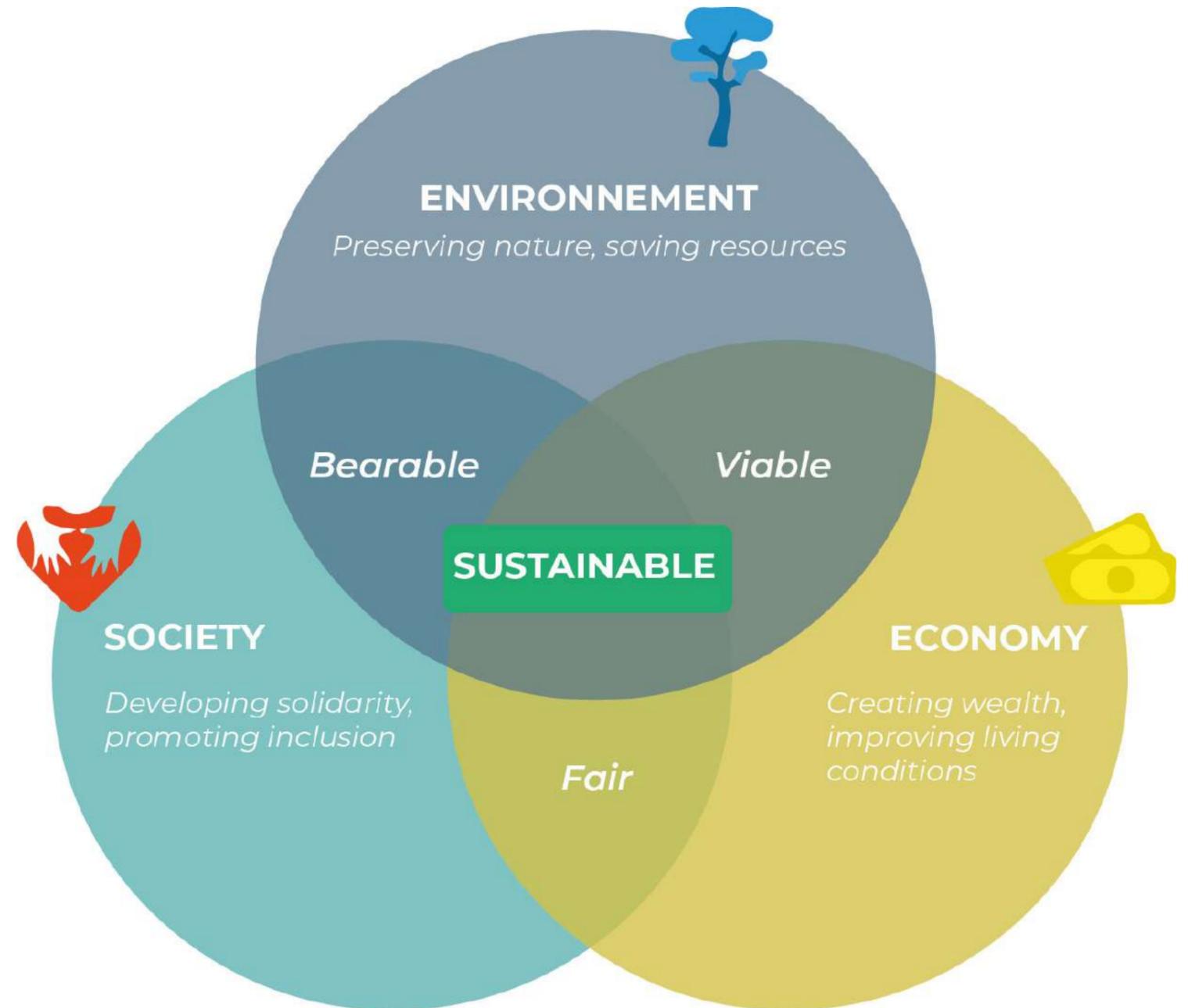
One last recommendation would be to implicate your artists in meeting boards and your global strategy. They are the ones that know the best for themselves and should be listened to. It is a good way to give them a feeling of belonging and being valued. Co-construction of projects with participants is always key to success.

6.THE IMPORTANCE OF SUSTAINABILITY

When building projects, organisations should be aware of their impacts in terms of environmental, social, and economic issues.

Sustainable development is a process based on three interrelated and interdependent pillars. It provides a model for thinking about the future that links environmental, societal, and economic considerations in order to improve the quality of life and create a prosperous and sustainable society.

Even if your main goal is to make your artists professionals (social and economic impact), always keep in mind the environmental impact it could have.



In order to provide for a more diverse and complete overview, the partners decided it would be interesting to take a look around other initiatives and see how they were doing. Here is a list of inspiring projects that helped us for the previous recommendations.

INSPIRING PROJECTS

ATELIER 10

Vienna, Austria.

This atelier, coupled with **its own gallery** seeks to be a consequent place for art, supporting artists with all kinds of disabilities or mental health problems. In total, 15 artists work on a high artistic level, and about 30 to 40 others are using the program every year. The programme is funded by Caritas Vienna.

Categories such as Art Brut or Outsider Art have been used in previous decades in order to give a name to art from this dynamic field.

Atelier 10 stands for the endeavor to operate beyond these classifications and to situate the art at the center of a society's cultural life.

<https://www.atelier10.eu/>



Credits: Franz Nigl

DEBAJO DEL SOMBRERO

Madrid, Spain

The studio provides participants with intellectual disabilities and autistic spectrum disorders with training, accompaniment and guidance, selection and archive of their work, diffusion and promotion, organization of exhibitions and sale of their work. The association works closely with

galleries and museums from Spain but also from France, the United Kingdom etc.

A few of the artists they support are exhibited in **international exhibitions**, such as the Shanghai Biennale.

Their biggest challenge is financial: as of 2019 the studio is only self-financed.

<https://www.debajodelsombbrero.org/index.php>



Credits: "Debajo del sombrero" website.

ROHLING

Bern, Switzerland.

This association provides 9 cognitively impaired artists with workshops for artistic productions and interactions.

One of them has become the **first artist with cognitive**

impairment in Switzerland to be accepted into the professional association of visual artists. The studio also promotes a contemporary and equal concept of art.

<https://neu.rohling209.org/>



Credits: Kollektiv Rohling - I Am Because We Are, 2019, Stadtgalerie Bern.

BRUT.TO

Kosice, Slovakia.

This newly founded project, **in collaboration with a daily care center** working with adults with mental and physical disabilities, seeks to be a social enterprise and employs adults. In addition to workshops, the project is

providing **design services** (ie: packaging) to companies, with the participants designs.

The project won a special jury for social innovation at Slovak design award 2020.

<https://www.behance.net/bruttodesign>



Credits: Brut.to por Buco Coffee, 2020.

VENTURE ARTS

Manchester, United Kingdom.

This studio, established in 1997, welcomes people with learning disabilities for workshops (150 places per week) led by professional artists in ceramics, textiles, illustration, painting, photography etc. It also facilitates access to arts and cultural centers, participates in festivals and events, organises exhibitions and most of all support the artistic growth of its members (portfolio development, exhibitions, sales...). The organisation

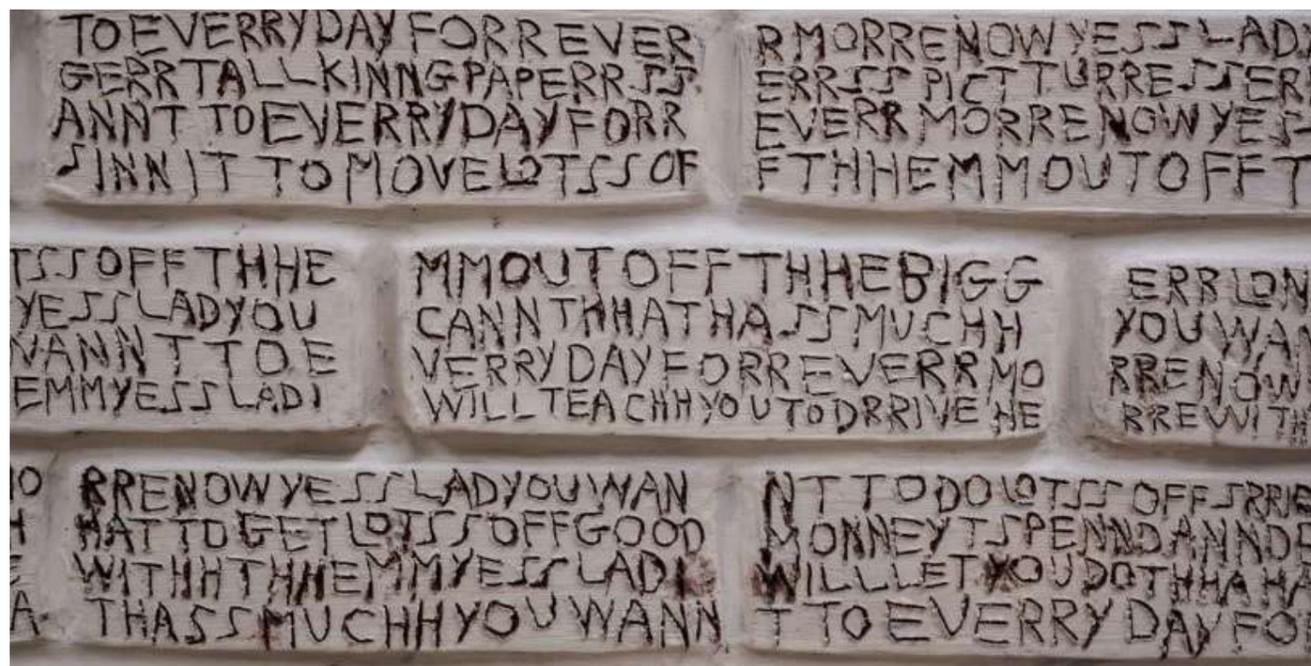
has also **learning-disabled participants implicated in the board meetings.**

Venture Arts functions with a variety of funding:

- - Internal funding: online shop (artwork sales and merchandise), individual contributions; gallery; artist's residence.
- - External funding: government grant; trust and fund grants; individual giving.

<https://venturearts.org/>

Credits: ÁBarry Anthony FINAN - British Ceramics Biennial, 2019



THIKWA WERKSTATT

Berlin, Germany

Thikwa is a part of the charitable organisation Nordberliner Werkgemeinschaft gGmbH (NBW), one of Berlin's biggest workshops for the differently abled.

The studio provides 44 artists with full time training (35h per week) in the realm of performing arts (dance, theatre etc.) and visual arts (painting, sculpting, drawing, photography etc.) with a focus on diverse artistic professionalisation, presenting their work at exhibitions and as members of the Thikwa theatre. The participants are also assisted to **develop art courses** in the artistic field for children or colleagues.

Funding:

- Direct art sales (drawings, paintings etc.) or through a network of partners galleries.

- Merchandise.
- Participants work as cultural mediators or art teachers with children or offer courses, such as "action-painting" led by them.
- Thikwa Werkstatt is part of a charitable limited company, partly funded by community funds.

Thikwa considers having reached a sustainable economic model, even if living from selling art is difficult, and due to be a part of the NBW, they are independent from the art-market and sponsors.

Credits: David Baltzer.

<https://thikwawerkstatt.com/>



LA “S” GRAND ATELIER

Rencheux, Belgium.

The “S” Grand Atelier located in Rencheux, a rural Belgium town, proposes workshops and artistic residencies to mentally deficient artists and is also composed of a performance and exhibition hall.

For the organisation, the workshops are a way to help artists experiment new skills

and technics, and develop each artist own language and identity.

The Atelier is founded on a **diversity principle**, meaning that handicapped and non-handicapped artists collaborate on different projects together.

It is a recognized **raw art** center, one of the few around the world.

<https://lasgrandatelier.be/>



Credits: La S Grand Atelier. Exhibition by Barbara Massart and Nicolas Clément.

LUDOSENS

Bègles, France.

Ludosens considers itself as an “association of transition”, inviting to a paradigm shift about difference. For a long time, the invisible disabilities (ASD⁶, ADHD⁷ ...) were perceived under the prism of pathology, it is an invitation to envision society differently.

The organisation implements different solutions for inclusion, innovative and evolving around the public that received these diagnoses.

Ludosens offers 9 months contracts, associated with grants to young people between 18 and 30 years old. They get involved in projects (artistic, permaculture or digital courses) where they acquire know-how

and develop a better knowledge of themselves.

They are promoted “ambassador of neurodiversity” whose goal is to encourage inclusion and promote the richness that lies in difference. Their projects, serve as an educational support during moments of exchange and deconstruction of prejudices.

They also propose to organise **awareness-raising interventions and trainings** for external organisations (companies, schools, municipalities...), to **discuss the professional inclusion and employability** of people with neurodiversity backgrounds.

⁶-Trouble du spectre autistique.

⁷-TDAH : trouble déficitaire de l'attention avec hyperactivité

<https://ludosens.com/>

EUROPEAN PROJECTS

PROMOTING PROFESSIONAL INSERTION OF DISABLED PEOPLE

Here are a few examples of structures fighting for the professional inclusion of disabled people from all over Europe. Even if they don't promote it through art, they can also be a source of inspiration.

WALK - Ireland

Ngo with programmes that develop employment and training opportunities to people with disabilities.

<https://walk.ie/>



ESAT Lorient Sadirac - France

Structure employing 55 disabled people and providing them with adapted working conditions in different fields (ceramics cooking, gardening, viticulture...).

<https://edea-asso.fr/etablissement/esatlorien-sadirac/>

APEA - Portugal

Ngo promoting the supported employment model increasing access to jobs for disabled people.

<https://empregoapoiado.org/>

Specialisterne - Danmark

Fundation working on enabling jobs for neurodivergent people through social entrepreneurship.

<https://specialisternefoundation.com>

Diversicom - Belgium

Ngo accompanying handicapped people in their professional insertion & companies that welcome them.

<https://diversicom.be/>

RESOURCES

- **Design thinking bootleg – Stanford University**

<https://dschool.stanford.edu/resources/design-thinking-bootleg>

- **Sustainable business canvas – CASE-ka.eu**

<https://www.case-ka.eu/index.html%3Fp=2174.html>

CONTACT