



What is Cap-able?

Cap-able is an online resource platform giving you the power and knowledge to put disability inclusion into action. It is a one-stop shop for tools, resources and educational materials on disability inclusion in higher education.

While designed to support Mastercard Foundation Scholars Program Partners, it is just as useful to other institutions, staff and students interested in taking on a more active role in creating an enabling environment for people with disabilities.

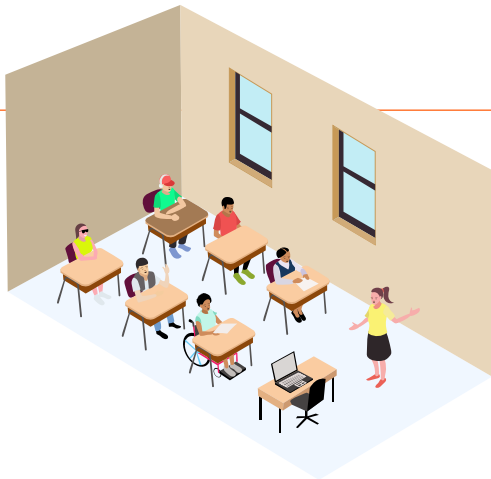


RECRUIT

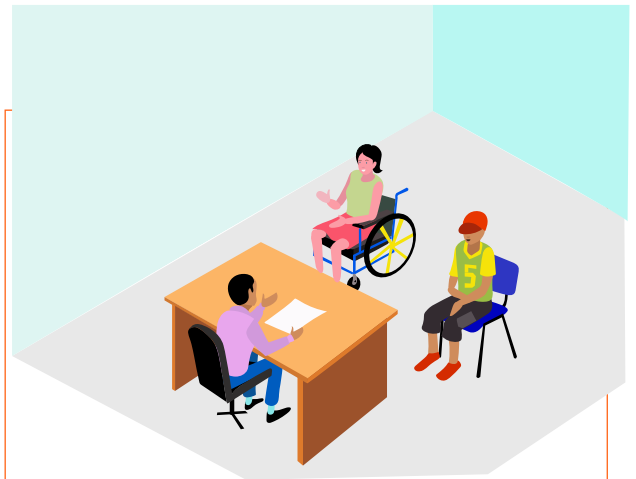
HOW TO FIND AND REACH-OUT TO POTENTIAL SCHOLARS WITH DISABILITIES

At A Glance

Where to search for potential Scholars with disabilities



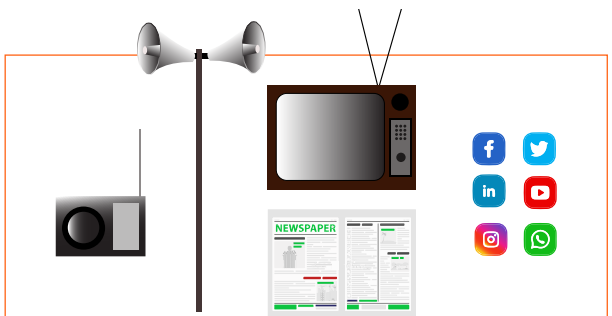
Pre-university institutions including special needs schools and inclusive high schools are a direct source for potential Scholars with disabilities.



Disability support structures including Organizations of People with Disabilities (OPDs), disability-expert organisations and community groups are usually a trusted source for information on opportunities for people with disabilities and their families.

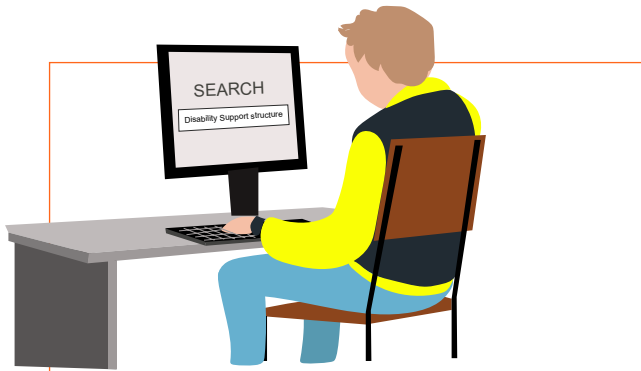


Social circles of continuing students at the university, alumni, as well as current **Scholars** (both with and without disabilities) already recruited through the Scholars Program. They are a wealth of knowledge and experience regarding both the university and the Scholars Program.



The Media, both **traditional** (Radio, community radio, TV, print newspaper) and **digital** (website(s), social media platforms) - for their reach and accessibility of information.

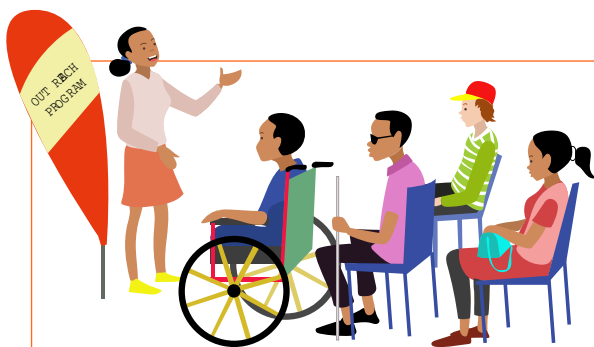
How to search for potential Scholars with disabilities



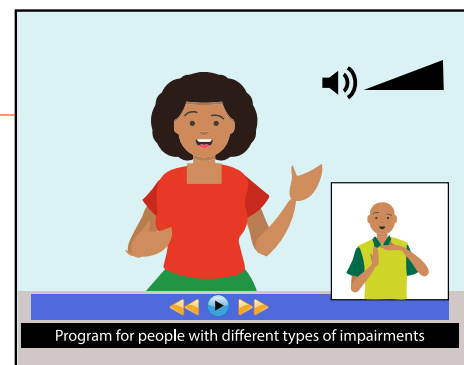
Use your existing partnerships and/or Internet search to find contacts to disability support structures in a particular area, region and/or country. A number of larger disability support structures now have a presence on the internet through a website, directory and/or social media pages. If your institution already partners with some disability support structures, use them as a source and link to others in their networks.



Snowball searching. Identify a few disability support structures, community/youth groups or pre-university institutions and use them to spread information to others in their networks.



Organize regular outreach programs and/or information sessions to grow interest in the Scholars Program and channel applications through.



Spread the word far and wide using alternative formats (audio, video, easy-reads) for your call for applications. These increase coverage, reach of information and accessibility for people with different types of impairments.



Have Liaisons/ Contact people on hand to provide further information about the Program, relay information on the recruitment process, requirements, and support provided to successful finalists with disabilities in the Program.

HOW TO RUN A DISABILITY INCLUSIVE RECRUITMENT PROCESS

At A Glance



Avail a **contact person(s)** or **liaisons** for any extra support during the application/recruitment process.



Affirm the university's and Scholars Program's commitment to disability inclusion through including statements in the advert such as "people with disabilities are encouraged to apply", "we are a disability committed institution/Program", and others.



Have a supplementary "**Frequently Asked Questions**" document to answer disability-related queries.



Raise disability awareness among recruitment staff, where they feel confident to engage with a prospective Scholar with a disability and run an inclusive recruitment process.