# Ideas for successful outreach to candidates with disabilities

When doing inclusive outreach 3 main considerations should be made:

## Right places

* Please contact specifically networks of organizations with disabilities (OPD). Specific outreach has proven to be most relevant as persons with disabilities don’t necessarily find this information through our regular outreach efforts. This has different reasons which I could explain more closely in a call if you are interested. In short: The more specific places, where persons with disabilities can be found, you reach, the more likely you are to get applications of eligible persons.
* If this is helpful, I can compile a list with some suggested local networks of persons with disabilities in your country. Just let me know if you would find this useful. I am sure you already have local contacts, therefore, I am not sure if I will come up with better ones, but am always happy to assist.
* In addition, I have reached out to international networks of persons with disabilities through the international Disability Alliance and our broad network of international OPD.

## Right content

* When doing outreach you might want to re-use some of the text in my email attached as a “template”.
* Kindly make sure to communicate clearly that this is a specific position for a person with disability.
* If you like you can share the attachment of the “template email” (links to articles and videos of current/former volunteers with disabilities) for your outreach. It is always good to share good practice examples.
* Last not least, it is always good to show to which extend the office is accessible and ready to make necessary reasonable accommodation adjustments. This is already included in the DOA, but if interested candidates approach you this would be good to emphasize again.

## Right format

### Accessibility of information

* Please make sure that all files, shared, and information, distributed, is screen reader accessible so that also blind persons can read it.  In general, by sharing the DOA as link and attachment as well as by communicating through simple emails and word documents, this should be accessible.
* In addition, in case you provide any video material as part of the outreach kindly make sure to include subtitles so that also deaf/hard of hearing persons can understand. In case the video is very visually oriented, an audio version for blind users would be helpful. Alternatively, you can focus on videos that are more in the style of an interview, where most relevant content is relevant is read out naturally.

Please let me know any time should you require further information on accessibility of information (happy to share manuals as needed).

### Personal/ virtual events

* Another good format next to online outreach proofed to be virtual/personal events in the past. You could consider inviting local organizations of persons with disabilities to an online event at which you introduce the background of this assignment, additional reasonable accommodation and capacity building support from UNV side for this UN Volunteers assignment, and the vacant position as a UNV in your office. At this event you could respond to individual questions of interested candidates.
* Please also make sure to make this event accessible. Kindly let UNV know if you like guidance on how to make online events accessible.
* I am more than happy to be part of such an online event and explain more on the background and UNV’s support in this as needed.

Last not least, it might make sense to copy your organization’s headquarter based disability inclusion focal points for their information and just in case they would like to share additional considerations or ideas.

Please let me also use this opportunity to share some information on the **upcoming disability inclusion related support** from side of UNV.As disability inclusion focal point at UNV, I stand ready for any disability inclusion specific requests concerning this assignment. This includes, amongst others the following support:

* Once the application phase has ended, and eligible candidates are shortlisted, I will support with disability specific questions during **interview/assessment** phase.
* I will do reasonable accommodation **needs assessment** of the candidates, so that we can help your office to be well prepared for the selected volunteer.
* If you like your office will receive a **pre-deployment** **training** on disability inclusion, covering also specifically necessary adjustments for the selected UN Volunteer.
* **Supervisor and buddies** to the UN Volunteer will be prepared if they like on specific questions they might have.
* Our **capacity building** support for your office will be available throughout the UN Volunteer service, whenever needed. In addition, the UN Volunteer will get UNV’s capacity building and career support at different stages of the assignment, starting during pre-deployment and on-boarding phase and ending after the assignment has ended.



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