

**Inclusion  
London**

Supporting London's Deaf and  
Disabled People's Organisations

**Pr\*pel**

## **Growing Our Own Leaders Programme**

Looking for people for our  
2023-2023 programme

### **The Problem**



Organisations and networks run by  
Deaf or Disabled people have  
many different people.

They have lots of different skills  
and talents.



Deaf and Disabled people are staff,  
trustees, volunteers, members, and  
activists.

They care a lot about things that  
need to be better.



Deaf and Disabled people often have ideas to make things better.

But they do not get to lead very much.

This is because they face obstacles and discrimination.

## Our Answer



We wanted to change this.

So, we made a leadership programme.



This helps Deaf and Disabled people become confident leaders.

New leaders learn by doing things.



Our programme gives you the chance to lead a project.

This project will be about a change you want in your organisation or community.



We help you grow personally.

We help you find out what problems made leadership hard before.

Then, we work with you to solve those problems.



We are looking for people for our next programme.

Apply before August 4, 2023.

We will tell you more about how to apply later.

Pr\*pel

This programme gets money from Propel.

# What happens on the programme



**October-November 2023**

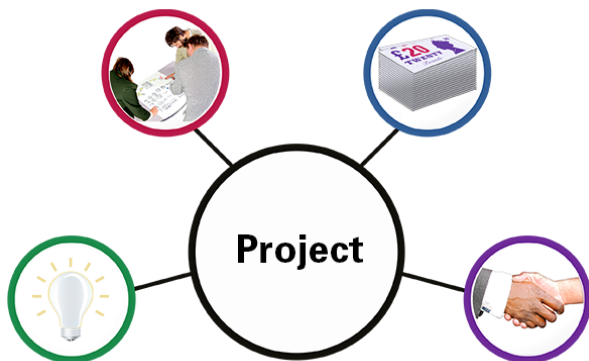
## **The First Steps**

We will meet three times face-to-face.

We will learn different ways to solve problems and deal with changes.

**December 2023-September 2024**

## **Learning by Doing**



We will help you pick a project that you really want to do.

It will be something you care about in your group or community.

You'll work on this during the whole programme.

## December 2023-September 2024 Monthly Meetups and Growing Together



All of us in the program will meet once a month.

Sometimes in person, sometimes online.

We will make sure it is a safe, brave place to learn.



We will come up with ideas together and learn how to solve problems.

We will share what we have learned and practice using our problem-solving tools together.



We will talk about what's hard and what's going well.

In the past programmes, many people made new friendships.



## What projects have people led before?



One person made her theatre group bigger.

This group gives Disabled people space to talk about things that matter to them.



Another person became much more confident.

They became a leader for a BAME sight committee.



Two people started new social activities.

These activities are run by and for adults with learning difficulties.

# **Making sure you can do well**



## **Making sure your needs are met.**

From the start, we will help you understand each other's needs.

We will do more than just the usual support.

We want to make sure everyone feels comfortable.



## **You'll have regular coaching sessions.**

You will have meetings, usually online, with a coach.

We want to help you be proud and confident of your strengths and experiences.

We will help solve things that could stop you from reaching your goals.

## Help for your group or network



We know joining this program can affect your organisation or network.

You will need some time away from your usual work or volunteering.



You might choose to do a project that changes something in your organisation.



Your coach will meet with you and your organisation twice during the programme.

They will help solve any problems.





We also offer £1000 to your organisation to cover costs.

There is another £1000 for any extra training costs for your project.

## Interested in joining us?



You must be a Deaf or Disabled person.

We're looking for 10 people to join us.

We know some Deaf or Disabled people experience other kinds of discrimination, too.



This might be racism or homophobia.

It might be other kinds of discrimination.



We have saved 4 spots for people who experience more than one kind of discrimination.



You need to be part of an organisation run by Deaf or Disabled people.

They will need to suggest you for this programme.

So, tell them you are interested.



To join, and for more details on how to apply, please visit

[www.inclusionlondon.org.uk/grow](http://www.inclusionlondon.org.uk/grow)



Send in your filled-out application by **Friday, August 4, 2023, 10am** to:



recruitment@inclusionlondon.org.uk



We are okay with applications in different ways.

You can send in videos or audio recordings.



If you want to know more, you can go to our website:

[Developing Deaf and Disabled leaders](#)

Or watch this video:

[YouTube - Developing Deaf and Disabled Leaders](#)



If you have more questions, you can ask us.

Please e-mail Tracey Lazard.

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