



The Adoo Family
FOUNDATION

Connecting learners with solutions to realizing their career goals through commitment to scholarship, mentoring, leadership and advocacy



Yaw Amponsah Adoo Advocacy Hero Award for Distinguished Organization
Best Company for Workplace Disability and Inclusion in Ghana

The award shall recognize an organization that demonstrates the most outstanding contributions towards solving graduate youth unemployment for persons with disabilities in Ghana. Awarded organization shall be deemed the coveted “Best Places to Work for Disability Inclusion” title. EMCLLC is proud to introduce this award as the premier source for people with disabilities to search and land professional careers with leading employers that receive our endorsement. The award is intended to attract Ghana’s leading companies, agencies, programs, and service organizations to find qualified and diverse candidates with disabilities.

OUR PURPOSE

The advocacy wing of Education & Management Consulting, LLC. (EMCLLC) is driven by the philosophy of dignity of all persons and adopts the belief that every person has talents, value, and meaningful life, and all persons are worthy to be treated with utmost dignity and respect regardless of their conditions or fate.

Established in 2020, The Adoo Family Foundation aims to carry on Yaw Amponsah Adoo's most ardent commitment: disability employment access, opportunity, equity and enrichment for persons with intellectual, developmental and physical disabilities in Ghana. For our purpose, disability is defined as any one or combination of the following disabilities; autism, chronic illness, hearing loss and deafness, intellectual disability, learning disability, memory loss, mental health, physical disability, speech and language disorders, and vision loss and blindness. In other words, actions that affect qualified unemployed Ghanaian graduates' vision, movement, thinking, remembering, learning, communicating, hearing, mental health, and social relationships should not affect their employment abilities.

The Foundation will award ONE (1) employment support award of up to **\$2,000.00** (or Ghana Cedi equivalent) to an agency, program, product or service **organization** in Ghana, gifts from corporate sponsors, AND a plaque with the elite designation as "**Best Company for Workplace Disability and Inclusion in Ghana**". The award shall be given once every 3 years. See our Education & Management Consulting, LLC webpage at <http://www.emcllc.expert/the-adoo-family-foundation> for details.

We will delay the application start date in 2020 due to uncertainties related to the coronavirus pandemic. We will post any further delays if they become necessary.

APPLICATION CRITERIA

Organizations are evaluated for offering employment opportunities based on both hard skills related to potential profession and soft skills such as communication, interpersonal skills, work ethic, and leadership. The purpose of this award is to practically encourage placement of persons with disabilities in unsupported competitive employment. The vision of this award is to build a sustainable medium of educational, employment, and self-determination opportunities for persons with disabilities that seek these resources. EMCLLC shall seek local and international corporate sponsorships to support the awarded organizations through any of the following: planning and coordination; funding; certification; internship/externship; dine and learn; and opportunities for employment.

Organizations shall be judged using our version of DISABILITY EQUITY INDEX, a comprehensive benchmarking tool for disability inclusion customized to fit Ghana's economic circumstances. EMCLLC has been given the permission for use of the tool by Disability:IN™, a leading US network resource nonprofit organization whose purpose is to empower businesses to achieve disability inclusion and equality worldwide.

1. Organization must be registered with the Registrar General's Department in Accra, Ghana for no less than 5 years of operation.
2. Employer must have no less than combined 50 full-time, part-time employees.

HOW TO NOMINATE

Nominations may be made by select consortium of affiliated agencies, programs, and service organizations in Ghana included, but not limited to:

- Association of Ghana Industries (AGI)
- Council for Technical and Vocational Education and Training (COTVET)
- Danish International Development Agency (DANIDA)
- District Assembly representatives
- Ghana Association of Persons with Albinism (GAPA)
- Ghana Blind Union (GBU)
- Ghana Federation of Disability Organizations (GFD)
- Ghana Federation of the Disabled (GFD)
- Ghana National Association of the Deaf (GNAD)
- Ghana Skills Development Initiative (GSDI)
- Ghana Society of the Physically Disabled (GSPD)
- Ghana Standards Authority (GSA)
- Inclusion Ghana (IG)
- Kokudé Apparel & Clothing
- Kwame Nkrumah University of Science and Technology (KNUST)
- Livelihood Empowerment Against Poverty (LEAP)
- Mental Health Society of Ghana (MEHSOG)
- Ministry of Education
- Ministry of Employment & Labour Relations
- Ministry of Finance
- National Council of Persons with Disability (NCPD)
- National Development Planning Commission
- Office of the Vice President
- Samira Empowerment and Humanitarian Projects
- Secondary school representatives in Ghana
- Sharecare Ghana
- The British Council
- The Chartered Institute of Marketing (Ghana) – (CIM-Ghana)
- The Rebecca Foundation
- University of Cape Coast
- University of Ghana Office of Students with Special Needs

EVALUATIONS

In evaluating nominees, select consortium of affiliated agencies, programs, and service organizations are asked to consider all relevant factors listed in the DISABILITY EQUITY INDEX tool. Nominated organizations are initially screened by a select committee of representatives from the consortium of affiliated agencies, programs, and service. In support of the candidacy of organizations, nominees are asked to submit the following materials:

1. A brief statement acknowledging and accepting the nomination;
2. Documents and materials that describes the nominated organization's involvement in disability employment access, opportunity, equity and enrichment for persons with intellectual, developmental and physical disabilities in Ghana. Documents and materials shall be assessed using the DISABILITY EQUITY INDEX tool to grade nominated organizations to include:
 - a. Human Resources (HR)
 - b. Diversity & Inclusion
 - c. Staffing / Recruitment
 - d. Counsel / Legal
 - e. Supplier Diversity
 - f. Information Technology (IT)
 - g. Marketing / Communications
 - h. Corporate Giving / Corporate Foundation / Community Relations

Nominations, including the above materials, are due for submission to the select committee at a designated date. It is the responsibility of the nominated organization to ensure that all items are submitted by the stated deadline. Each select consortium of affiliated agencies, programs, and service organizations is permitted to select two nominated organizations for review and selected as recipient of the award. Nominations remain active for three years.

In making the final selection, the select consortium of affiliated agencies, programs, and service organizations will assess nominees in each of the DISABILITY EQUITY INDEX areas, giving preference to organizations that exhibit breadth and depth in their contributions to disability employment access, opportunity, equity and enrichment for persons with intellectual, developmental and physical disabilities in Ghana. **Although candidates need not contribute in all areas, the strongest candidates will demonstrate exemplary contributions in more than one area.** Nominees, nominators, and references are strongly encouraged to address the evaluation criteria in their materials. The select consortium of affiliated agencies, programs, and service organizations will only consider materials and information presented in the nomination packet and represented on the DISABILITY EQUITY INDEX tool. If in the judgment of the select consortium of affiliated agencies, programs, and service organizations none of the nominees meet these criteria, no award shall be made. The presentation of Yaw Amponsah Adoo Advocacy Hero Award for Distinguished Organization will be made at a ceremony to be decided by the select consortium of affiliated agencies, programs, and service organizations and members of the Adoo family. The award shall be presented by a member of the Adoo family.

BENEFITS OF THE AWARD

1. The financial award shall support activities that improves disability employment access, opportunity, equity and enrichment for persons with intellectual, developmental and physical disabilities. For our purpose, disability is defined as any one or combination of the following disabilities; autism, chronic illness, hearing loss and deafness, intellectual disability, learning disability, memory loss, mental health, physical disability, speech and language disorders, and vision loss and blindness.
2. Networking opportunities with consortium of affiliated agencies, programs, and service organizations, and;
3. Opportunity for awarded organization to receive top quality consulting and related support services and activities related to businesses of the Foundation and the parent company, Education & Management Consulting, LLC.

For more information, contact a member of the Foundation at info.emcllc@gmail.com.