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# PRODUCT 2 VIRTUAL PORTFOLIO

## MODULE II COMMUNITY PROBLEM-SOLVING





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Community problem-solving is a collaborative effort where young women with disabilities (YWwD) identify real issues and propose practical solutions in their community, whether it's local, regional, national, or global. This process typically involves steps like problem identification, clear issue articulation, brainstorming solutions, evaluating options, summarizing proposed solutions, and seeking feedback.

### **The YWwD module aims to teach that:**

1. Problems can often be solved or improved.
2. Belief in the possibility of change is the first step.
3. YWwD members have an active role in their communities.
4. Although challenges may seem daunting, they are not insurmountable.
5. The problems YWwD members face are opportunities for positive societal change, motivating them to create a better world.





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However, these challenges and perspectives should be central in brainstorming sessions as they reflect the real-world situations to be addressed.

**Goals:** There are 5 main pedagogical goals for Module 2: Helping YwwD find the strength and potential within their communities, encouraging them YWwd to seek learning opportunities to build on their skills, raising awareness about the issues these communities face on a daily basis, the personal and professional development of each of the YwwD, and empowering their sustainable and inclusive communities.

**Learning outcomes:** The 3 main outcomes the YWwD that participate on the module should get from it is: Improving their critical thinking and leadership skillset to propose new solutions within their community, not being scared to express their views and help the community to go from a problem-oriented focus towards a solution-oriented one as a common goal.

**Keywords:** There are 5 key concepts that act as Keywords for the Module:

1. Leadership
2. Inclusivity
3. Diversity
4. Empowerment
5. Synergy



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# MODULE THEMES



**Empowering Leadership for YWwD:** This topic focuses on empowering individuals with disabilities, emphasizing their unique perspectives. Despite facing distinct challenges and limited inclusion in society, those with disabilities and long-term health conditions seek empowerment, role models, and leadership roles.

The Social Model of Leadership (SML) asserts that disability confers distinctive empowerment and leadership advantages. It calls for recognizing and valuing people with disabilities as empowered leaders, promoting their societal contributions, and advocating diversity and inclusivity. Women with disabilities, facing even greater challenges, can particularly benefit from this approach.

SML encourages society and employers to reconsider their perceptions and attitudes toward individuals with disabilities.



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# WHY ARE YWWD INFLUENTIAL WITHIN THEIR COMMUNITIES?

People with disabilities can be **empowered leaders** who bring **authenticity, uniqueness, and value to their families, communities, workplaces, and society**. The Social Model of Leadership (SML) recognizes the diverse viewpoints, skills, and resilience developed by individuals with disabilities due to their life experiences and challenges.

SML highlights that YWwD often possesses core leadership skills like **empathy, emotional intelligence, communication, and strategic planning**. They understand the impact of exclusion, discrimination, and life's challenges.

SML emphasizes the human right of disabled individuals to be valued and supported as leaders in society. Promoting their leadership benefits society as a whole by tapping into their talents and contributions.

This innovation can **create positive role models** among people with disabilities and showcase their active role in the community.





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# HOW TO FIND OPPORTUNITIES FOR SYNERGIES AS YWWD WITHIN THEIR COMMUNITIES:

**Synergy** happens when two or more independent things combine into a whole that's greater than the sum of its parts. The combination creates a power or effect that surpasses what the individual elements could achieve separately. In a simple win-win situation, each party gets its own benefit; in a synergy situation, a shared benefit is created that encompasses and transcends the two entities. If  $1 + 1$  normally equals 2,  **$1 + 1 + \text{a synergetic effect} = 3$** .

Synergy can create a tangible effect/output and/or something new/different that didn't exist when certain elements were kept separate. In the case of YWwD, their shortcomings can actually create room to meet like-minded people with similar experiences and the opportunity to work together to solve common problems, which will also have a **positive impact** on their lives.

Synergy also occurs when you complete two tasks with one action. The value created from the combination is the time saved over what would have been required in doing each task separately.

The YWwD should not take the false and detrimental idea that each role is discrete and disconnected from the others because of this reason.



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# HOW TO FIND OPPORTUNITIES FOR SYNERGIES AS YWWD WITHIN THEIR COMMUNITIES:

Many of us lead compartmentalized lives, separating work, social, and family aspects. While this can be healthy to some extent, it also has drawbacks. Failing to see the interconnectedness of these roles can lead to a fragmented and less fulfilling life.

For example, if you're facing family issues due to long work hours but don't communicate at work, both your home and work life suffer. This applies to YWwD facing unique community challenges.

While some conflict between roles is normal, with intentionality, you can reduce tension and create synergy between them. Sharing these lessons with your community can inspire positive change



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# HOW TO CREATE SYNERGISTIC EFFECTS:

There are two primary ways to create more synergy in everyday life: 1) complete two roles/tasks with one action, and 2) treat routine as an interconnected system shared with others in the community.







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# COMPLETE 2 ROLES/TASKS TOGETHER

Synergy in your personal life happens when you combine roles or activities to create greater value or efficiency than doing them separately. Some activities complement each other so well that they not only maintain quality but actually improve when combined.

## Examples of creating synergy between life roles:

1. Travel for work? Take your family along to explore after work.
2. Work from home to spend more time with family or adjust your work hours.
3. Exercise with your family to stay fit together.
4. Use commute time for audiobooks, podcasts, or self-reflection.
5. Volunteer with your significant other to strengthen your bond.
6. Exercise with a friend for accountability and stronger friendship.
7. Pursue a hobby with a friend for skill improvement and deeper connection.





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# TREAT YOUR WHOLE LIFE AS AN INTERCONNECTED SYSTEM



Life synergy isn't just about multitasking; it's about seeing all aspects of life as an interconnected system. YWwD can identify these opportunities as active community members.

Rather than viewing each life role in isolation, recognize their interdependence. For example, good sleep enhances diet, exercise, and social life, leading to better job prospects and personal growth. A harmonious home life and supportive friends reduce depression, fuel motivation, and promote overall well-being.

Think of your life as an electrical circuit board; positive connections amplify your power and potential.



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# ENGAGE IN INCLUSIVITY ACTIONS TO BUILD YOUR COMMUNITY

Disability inclusion goes beyond merely involving people with disabilities; it's about creating environments where they can thrive. The responsibility lies with us to design inclusive physical spaces, events, websites, and language.

In the workplace, disability inclusion means more than meeting quotas; it's about creating a welcoming, appreciative environment where **differences are valued**. YWwD should recognize their unique value and carry themselves with confidence.

Disability exclusion often results from oversights and biases, driven by a lack of understanding or fear. Achieving disability inclusion involves addressing these sources and having **open, sensitive conversations** to unlearn implicit biases and provide support for both managers and individuals with disabilities.

**Awareness of your uniqueness is a powerful tool** for fighting discrimination as a YWwD, empowering you to improve your professional life and advocate for inclusion



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# LESSON PLAN

Time estimation/duration of training session - 90 minutes, 2 hours is the limit.

## The lesson's pedagogical objectives:

- 1. Strength and Potential Discovery:** Help YwwD identify opportunities and weaknesses within their communities while addressing negative circumstances within the group.
- 2. Skill Building and Collaboration:** Encourage YwwD to seek training opportunities, share skills within the group, and foster collaboration with other local groups to create synergy.
- 3. Awareness and Community Improvement:** Raise awareness about daily challenges and discrimination faced by these communities. Promote unity among YwwD by finding common experiences and shared objectives, fostering personal and professional development within the community.
- 4. Sustainability and Environmental Awareness:** Empower YwwD to embrace sustainability and environmentally friendly approaches in their community initiatives.
- 5. Critical Thinking and Individual Contributions:** Enhance YwwD's critical thinking skills in problem-solving as a community. Highlight the importance of individual perspectives to maximize group efforts and ensure every woman feels included and heard in community matters.

