



Impact Report 2024

Together to Build a More Inclusive Indonesia



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2024

30.000++

connected and more
inclusive individuals

BERDAMPAK

622 Participants

RTPI KONEKTOR

348 Participants
on 5 regions



Community Level Up

202 Community Representatives

BERSIAP

100 Alumni
80 Mentors



Disability Awareness Workshop

106 Company
96 Public Participants

Speakership

4,571 participants



BERDAYA

127 participants

Inclusive Hiring

179 partners



Introductory Message

Koneksi Indonesia Inklusif (KONEKIN) is a women-led impact platform established in 2018. Since its establishment, KONEKIN has disseminated information, increase meaningful participation of persons with disabilities in public spaces, and create cross-sector collaboration to #MenujuIndonesiaInklusif.

Today, KONEKIN has created various programs and services to encourage discussions on disability issues and expand networking opportunities for persons with disabilities and persons without disabilities such as *Kongkow Inklusif*, *Indonesia, Pesta Inklusif*, *BERSIAP*, *BERDAYA*, as well as the writing of the Children with Disabilities Book series called BISA.

At 2024, KONEKIN is proud to have made a positive impact and spread the values of inclusivity to more than 30,000 individuals from various sectors. The impact achieved is a commitment on diversity to build a more inclusive, fair and equal society for all. For its initiatives, KONEKIN also received three awards: People and Inspiration, Women of the Year, and *Anugerah Revolusi Mental*.

Vision

Create an inclusive economy where persons with disabilities can participate meaningfully.

Missions

- Raising awareness about disability in Indonesia.
- Empowering persons with disabilities.
- Opening up opportunities for inclusion in Indonesia.

I present the KONEKIN 2024 Impact Report with deep humility and gratitude. This report reflects our achievements over the past year and collective efforts in driving inclusivity and equality in Indonesia, under three main pillars: Inclusion, Impact, and Innovation.

The year 2024 is an important milestone for KONEKIN, as it expands its reach to 15 regions in Indonesia through KONEKTOR. The BERSIAP program has trained 100 persons with disabilities, 50% of which have successfully gotten jobs. This achievement was made possible thanks to the support of partners and the community.

Let us work together towards a Golden Indonesia 2045 that is inclusive, competitive and equitable. Thank you to everyone who has supported this journey. Together, we can make a meaningful difference.

Inclusive Greetings,
Marthella Sirait
CEO & Founder Koneksi
Indonesia Inklusif
(KONEKIN)



Our Team



#KONEKLead

Batch 1 - Universitas Sebelas Maret

Adrianus Andhy Dwi Nugroho - Content Writer Social Media Intern
Afifah Isna Alfiani Muflih - Operational Team
Ira Catur Amanda Human - Resources Intern

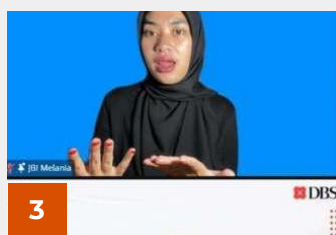
Batch 2

Sekar Ayu Afifah - Operational Intern
Shabiika Juniar - Operational Intern
Alfitho Sandy Bahar - Human Resources Intern
Hasna Nur Azizah - Content Creator Intern
Digital Marketing - Dita Riani

Batch 3

Ira Catur Amanda - Employer Branding Intern
Ridho Hardisk - Human Resource Intern
Muhamad Rafi - Research Intern
Nabila Chaerun - Social Media Intern
Sheila Shakira Alaydrus - Project Management Intern
Muhammad Yazid - Website Developer Intern
Tachika Altaira Widodo - Engagement Intern

KONEKIN in News



January 2024

4 Akun Media Sosial yang Aktif Dukung Teman Penyandang Disabilitas
4 Social Media Accounts that Actively Support Persons with Disabilities

March 2024

Lapangan Kerja Bagi Penyandang Disabilitas, Sudah Selaras?
Employment for Persons with Disabilities, Is It Aligned?

May 2024

DBS Bersiap Program Pembinaan Mahasiswa dengan Disabilitas
DBS BERSIAP Program to Nurture Students with Disabilities

June 2024

Penyandang Disabilitas yang Berhadapan Dengan Hukum Harus Mendapat Perlakuan Khusus
Persons with Disabilities Who Are in Conflict with the Law Must Receive Specialized Protection

July 2024

Di Balik Buku Cerita Disabilitas yang Dibacakan Dian Sastro Wardoyo
Behind the Book of Disability Stories Read by Dian Sastrowardoyo

September 2024

Marthella Sirait Menggaungkan Disabilitas Bisa
Marthella Sirait Advocates of Persons with disabilities are capable

September 2024

Foto Bisnis Siswa, Top! DBS Bersiap Luluskan 50 Mahasiswa Penyandang Disabilitas
SWA Business Photo, Top! DBS Bersiap to Graduate 50 Students with Disabilities

September 2024

Mahasiswa Penyandang Disabilitas Lulus Program DBS Bersiap
College Students with Disabilities Graduated from DBS BERSIAP Program

October 2024

Prudential Indonesia Bangun Literasi dan Inklusi Keuangan Komunitas Disabilitas
Prudential Indonesia Builds Financial Literacy and Inclusion of Disability Community.

October 2024

Prudential Indonesia dorong literasi keuangan penyandang disabilitas
Prudential Indonesia Encourages Financial Literacy of Persons with Disabilities

Our Inclusive Warrior, KONEKTOR

To ensure that KONEKIN can reach out and voice disability inclusivity throughout Indonesia, KONEKIN has representatives, known as KONEKTOR, who bridge disability inclusivity in 16 regions across Indonesia. Regional KONEKTOR's are tasked with organizing *Kongkow Inklusif* events, which aim to discuss various disability-related issues with various communities and participants. *Kongkow Inklusif* is also a space for interaction between persons with disabilities and persons without disabilities..

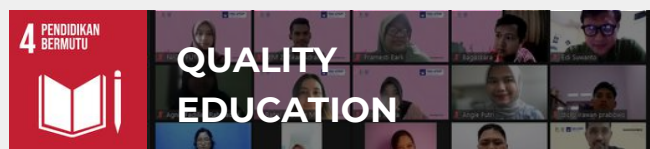
In 2024, KONEKIN collaborated with Nutrifood Indonesia to support the success of the KONEKTOR program through providing event venues at Nutrihubs spread across several regions in Indonesia. In addition, Nutrifood products also support regional KONEKTOR events. Regional KONEKTOR also collaborates with various agencies and other partners throughout the implementation of the program.



This year, out of 16 CONNECTORS spread across Indonesia, events were held in **5 regions**, including **Bandung, Jakarta, Samarinda, Medan, and Jambi**, reaching more than **348 participants**. The participants consisted of the general public, people with disabilities, special schools, and related communities. The *Kongkow Inklusif* event was also supported by various partners, ranging from government agencies, companies, communities, to Special Education Schools in their respective regions.

KONEKIN's Approach to Social Impacts

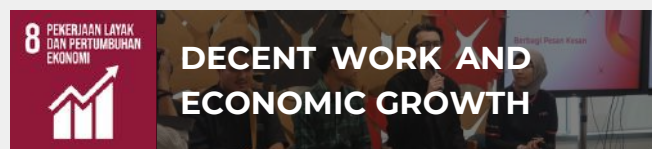
KONEKIN implements SDGs and ESG principles in its operations and programs to deliver positive impacts. KONEKIN is committed to removing barriers for people with disabilities to have a decent life opportunity, as well as ensuring sustainability and accuracy of program targeting.



- KONEKIN, in collaboration with writers and illustrators with disabilities, created a storybook for children with disabilities called BISA. The book was then distributed to 10+ communities (Guru Belajar Nusantara Community, DPD Gerkatin Riau Province, Rumah Baca Welcome Friends, Samarinda Read Aloud, Tunas Bakti Nusantara Foundation, Association of Indonesian Families for Children with Visual Disabilities (AKADINI), Social Project Bali, School for Exceptional Children of IT Alam Asatama, Wahana Inklusif Indonesia, Ruang Keluarga, Insan Sapa Dhuafa, Kelas Tambahan Bandung, POTADS Foundation) as an advocacy and learning tool for teachers in inclusive schools.
- KONEKIN was involved in a teacher capacity building training that was organized by the Regional Education Office and *Lingkar Daerah Belajar* in Bantul, Yogyakarta.
- KONEKIN conducts the BERSIAP program, a job-ready training for students with disabilities. The program has been implemented three times in 2024 and has graduated 100 alumni, involving 80 mentors from industry professionals, for 432+ hours of training.



- KONEKIN is committed to inclusive recruitment, ensuring that every individual, regardless of gender or disability, has an equal opportunity to join and grow together.



- Apart from the BERSIAP initiative, KONEKIN conducted other trainings with partners, such as the ATS-Friendly CV Development Training in collaboration with IAUoB (University of Birmingham Alumni Association). This training equipped 73 participants with disabilities with knowledge of CV writing taught directly by professional Human Capital practitioners.
- KONEKIN provides inclusive recruitment services to support companies in hiring persons with disabilities and the recruitment process can reach more candidates with disabilities. Through inclusive hiring services.
- KONEKIN has an Accessibility Assessment service using a standardized assessment form from CBM International with national regulations. KONEKIN also involves disability assessors in conducting assessments at client offices.
- KONEKIN actively conducts Disability Awareness Workshops to encourage the awareness of policy makers, especially in companies, to employ persons with disabilities. Disability Awareness Workshops that KONEKIN has conducted include the Disability Awareness Workshop for HR Managers at JF City Hub which was attended by 24 HR representatives from various companies, at KIIC which was attended by 38 HR representatives from various companies, and in internal companies such as Godrej Indonesia.
- KONEKIN meaningfully campaigns for the benefits of being an inclusive business that employs persons with disabilities at inclusive business-themed events (such as the HerWorld Women Leadership Conference) under the theme "Benefits of Being an Inclusive Business".



- KONEKIN collaborates with various institutions, agencies, and companies to campaign and ensure inclusivity of persons with disabilities.
- KONEKIN provides *Rangkul KONEKIN* services to organize events that are accessible, inclusive, and accommodating to the needs of participants with disabilities.

KONEKIN's Approach to ESG

KONEKIN contributes to the implementation of ESG (Environment, Social, and Governance) in the company. This ESG implementation refers to the indicators compiled by **Nasdaq***, which focuses on measuring and implementing ESG in a structured manner. To support this, KONEKIN applies ESG principles in the company's operations through the following steps:



Environment

- KONEKIN contributes to environmental sustainability through various company policies and decisions, such as implementing a hybrid work system with a 2 days Work from Office (WFO) and 3 days Work from Home (WFH) schedule every week. In addition, KONEKIN's offices are strategically chosen close to public transportation to facilitate access while reducing carbon footprint.
- KONEKIN's programs, such as BERSIAP, are also designed to be online-based, thus minimizing participant mobilization that can generate emissions and increase carbon footprint.



Social

- KONEKIN has a gender ratio where 100% of KONEKIN's founders and co-founders are women, including women with disabilities. In the employment structure, 71% of KONEKIN's employees are women.
- KONEKIN is committed to complying with labor laws and regulations with policies on maternity leave, paternity leave, and disability leave, as well as providing overtime compensation for employees who work outside regular working hours.



Corporate Governance

- KONEKIN provides health and employment insurance benefits for all active employees. KONEKIN provides incentives to employees who are involved in company projects or contribute to certain activities, such as moderating events.
- To protect data security, KONEKIN implements strict policies regarding the privacy and confidentiality of work documents and employee data.
- KONEKIN also committed to creating an inclusive work environment, ensuring zero discriminations against employees based on gender or disability.

*nasdaq.com/ESG-Guide



BERSIAP

According to Law No. 13 of 2003 on Manpower which recognizes articles 5 “Every worker has the same opportunity without discrimination to get a job”.

According to the Ministry of Labor (2021), 17.74 million people of working age (15 years and over) are persons with disabilities, and as many as 7.8 million persons with disabilities enter the labor force or only 44% of Labor Force Participation (TPAK). In fact, the Open Unemployment Rate (TPT) in this disability group reached 3%.

The **BERSIAP** program is here to address these issues:

Objective:

Ensure that final-year students and fresh graduates with disabilities have required the soft skills to enter the workforce through intensive workshops and mentoring.

While soft skills training for persons with disabilities is not new in Indonesia, BERSIAP offers training that is more relevant and targeted to the required and development of students with disabilities to enter the workforce.

Design:

This program **is designed with modules of materials and assignments that follow the trends of labor market needs, to specific materials based on certain fields.**

BERSIAP also features mentors from professionals who are experts in their respective fields. This allows participants to gain direct insight into the world of work from experienced practitioners.

100 Alumni



3 Batch



“What a good program, what a good start for us! Mentoring is identical to teaching, but we as mentors also learn a lot from our mentees with disabilities. You guys are amazing, keep it up! To the KONEKIN team, keep doing something impactful, **we’re one of your biggest supporter.**”

Kristy Nelwan,
Head of Communications & Chair
ED&I Board Unilever Indonesia



“All kinds of disabilities can be involved more deeply and hopefully **all people with disabilities can be involved in this program.**”

Bernardus
DBS-BERSIAP Participants

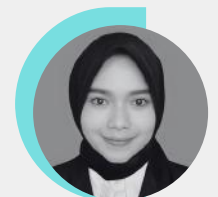


Our Partners



“YOU-STEP Program! able to make me grow and facilitate various knowledge that I need in the world of work, mentoring sessions are really memorable and it helps me to be more confident in my abilities.”

Angie Putri Mulyani
YOU-STEP Participants



BERDAYA

Persons with disabilities continue to encounter substantial obstacles in their pursuit of employment and in the fight for their rights.

Research by Prakarsa (2022) shows that **workers with disabilities still receive lower wages than without disabilities workers**. In addition, **many disabilities workers experience repeated contract extensions without clear status as permanent employees**. This situation shows that the rights of workers with disabilities are still not fully fulfilled.



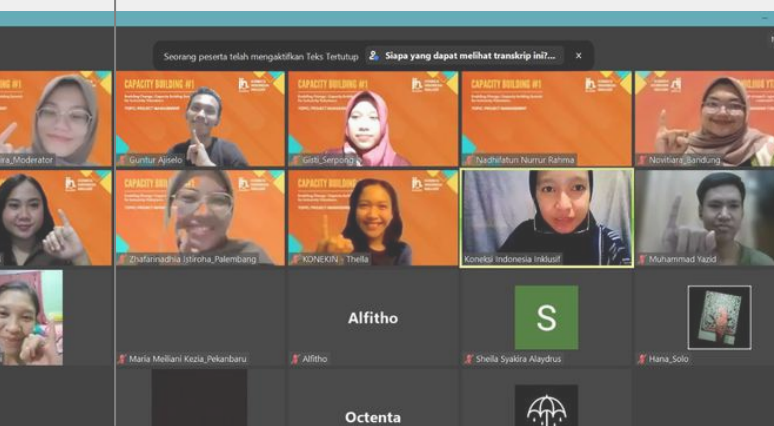
Employee Resource Groups (ERGs) play a vital role for employees. ERGs not only provide a space for employees to feel a sense of belonging in the workplace, but also serve as a platform to promote inclusivity and advocate for employee needs, particularly regarding rights that have not been fully accommodated by the company.

KONEKIN presents the BERDAYA program as a solution by providing opportunities for persons with disabilities to **expand their networks, both with fellow workers and job seekers with disabilities, as well as providing a discussion space regarding various challenges in the job search process and work environment**.

KONEKIN also regularly provides information regarding available job vacancies and training, especially from partners, as well as consultations with the KONEKIN HR team regarding challenges in fulfilling employment rights for persons with disabilities in their workplaces.

As of 2024, the BERDAYA Program has assisted more than

127+ Members



INCLUSIVE HIRING

Inclusive Recruitment Regulations

According to Law No. 8 of 2016, equal access to employment for persons with disabilities is an obligation that must be fulfilled by companies and the government. The rights that must be guaranteed include reasonable accommodation, protection from termination of employment due to disability, return-to-work programs, fair job placement, career development, and the right to entrepreneurship.

Ministerial Decree No. 326 of 2019 concerning Guidelines for Awards to Companies Employing Persons with Disabilities, encourages companies to pay more **attention to workers with disabilities**. Companies that successfully implement an inclusive work environment not only support the fulfillment of these rights but can also enhance the company's positive image and drive demand for its products.

In line with KONEKIN's vision and mission, as well as legal provisions, it is committed to empowering and increasing the involvement of persons with disabilities in the workforce, while opening up job opportunities in various positions. The recruitment process at KONEKIN is designed to be inclusive, making it accessible to job seekers with disabilities. KONEKIN also ensures that partner companies that recruit persons with disabilities are prepared to provide an inclusive and accommodating work environment. In addition, KONEKIN **emphasizes non-outsourcing recruitment** to guarantee the fulfillment of the rights and needs of employees with disabilities.

With its talent pool and a careful and measured selection process, KONEKIN ensures that selected candidates match the company's needs, thereby supporting the creation of an inclusive and competitive work environment.



Our Clients



A total of **179** job seekers with disabilities have registered in the KONEKIN network.



DISABILITY AWARENESS WORKSHOP

Awareness of the importance of inclusivity needs to be continuously championed. To raise public understanding of the importance of inclusivity for persons with disabilities, KONEKIN organizes the Disability Awareness Workshop (DAW). It is intended for the general public, organizations, and companies, featuring facilitators from a variety of disabilities, including physical, visual, hearing, mental, and intellectual disabilities.

Through the workshop, participants are guided to be more inclusive and understand the importance of inclusivity in different aspects of life. DAW is carried out using two approaches, a public workshops open to everyone and an internal program designed for companies or event organizers to create a more inclusive work and event environment.



Public

KONEKIN organizes DAW in the form of a one-session workshop designed to provide a basic understanding of the concept of inclusivity, as a first step for companies in creating an inclusive work environment. KONEKIN has collaborated with the Indonesian Employers' Association (APINDO) to provide DAW to HR Managers, with the aim of expanding companies' understanding of the importance of an inclusive workplace and sharing good practices that can be implemented.

In addition, KONEKIN was a speaker at an event organized by APINDO and the National Commission for Disabilities (KND) at Graha Karawang International Industrial City (KIIC) attended by 38 HR Manager from different companies. KONEKIN also facilitated a training session organized by the Class I Special Immigration Office TPI Soekarno-Hatta, which was attended by 68 employees.



Internal

KONEKIN also offers intensive training in the form of Disability **Equity Training (DET)**. This training lasts for 2 days, but can be tailored to the needs of the organizer. DET is designed to **provide a deeper understanding of inclusivity, ethics of interacting with persons with disabilities, and inclusive services**. The training material is based on the ILO Global module, and is taught directly by the CEO & Founder of KONEKIN, Marthella Rivera, who has DET Global certification.

Through this training, KONEKIN is **committed to supporting the public and private sectors in creating a more inclusive** work environment and raising awareness about the importance of ethical and effective interaction with persons with disabilities.

Agencies are more inclusive thanks to KONEKIN:



106+ companies introduced to inclusivity

95+ employees, managers, and volunteers become more inclusive

ACCESSIBILITY ASSESMENT

Accessibility is a fundamental need for persons with disabilities. To facilitate their mobility to various places, the Indonesian government has regulated this through **Law No. 8 of 2016 concerning Persons with Disabilities**, which guarantees accessibility rights in public spaces, housing, and workplaces.

The Regulation of the Minister of Public Works No. 30/PRT/M/2006 provides technical guidelines regarding accessibility facilities in buildings and environments to be inclusive.



Addressing this need, KONEKIN offers an Accessibility Assessment to ensure that the offices and event venues of KONEKIN's **partners have accessible physical facilities for all types of disabilities**. In addition to evaluating physical facilities, this assessment also ensures that partners' Human Resources (HR) have adequate understanding to interact with persons with disabilities inclusively.

The assessment takes place over two days. On the first day, KONEKIN conducts an evaluation of the building's physical accessibility. The second day focuses on in-depth interviews with the coordinator or head of security, human resources, and corporate communications, to review accessibility in regulations, safety standards, company policies, and website and media content they manage.

Utilizing International Standards

- **ISO 21542** on Accessibility and Usability of Buildings
- Accessibility Go - CBM Global and World Blind Union

Our Clients



Taking Steps #MenujuIndonesiaInklusif

Advocacy on the Public Stage, Contributing Through Thought Leadership

In 2024, KONEKIN was actively involved as a speaker in various workshops and events held throughout Indonesia, even internationally.

As a platform focused on campaigning for disability inclusivity, KONEKIN is often invited to share best practices in creating meaningful engagement for persons with disabilities, both in terms of social, economic, educational, environmental, and political aspects.

Due to its contributions, KONEKIN was invited as a panelist in the Jakarta gubernatorial candidate political debate held by *Generasi Indonesia Unggul Sejahtera*. KONEKIN wants to ensure that persons with disabilities are considered and actively and meaningfully involved in sustainable development.



**132 hours
of speakership at
events**



**Reaching
over 4.571
participants**





622+

Participants with disabilities reached

Rangkul KONEKIN

Inclusive Event Organizer (EO) Services In 2024, KONEKIN played an active role as a strategic partner in various events. Through its "Rangkul KONEKIN" service, an inclusive Event Organizer (EO) service, KONEKIN ensures that every event runs smoothly, especially in aspects of physical accessibility and inclusive implementation for participants with disabilities.

To support the success of inclusive events, KONEKIN also collaborates with various disability-owned MSMEs, such as Big Kitchen, Dignityku, and Kotakan as providers of quality food. In addition, KONEKIN collaborates with disability artists, such as Pelita Monas, Violinist Kemal, and disability MCs, to enrich the event experience with diversity.

As an inclusive EO, KONEKIN pays special attention to event details, such as choosing a strategic location with good public transportation access, providing sign language interpreters, ensuring the availability of physical facilities such as disability-accessible toilets and ramps, and involving a trained committee team in aspects of inclusivity and interaction with various types of disabilities.



50+

Curated community

Muslim Elders Indonesia: International Day of Human Fraternity

February 3, 2024
Ganara Art Space, FX Sudirman

The 2024 celebration of the International Day of Human Fraternity was designed as a platform to foster collaboration among stakeholders, the disability community, and the general public to come together, engage in discussions, and initiate joint efforts to strengthen the spirit of brotherhood. The event included various activities, such as discussions, a Pottery for Fraternity workshop centered on the theme of brotherhood, and inspirational sharing sessions, with the active participation of 154 persons with disabilities.

Belajaraya 2024

July 4, 2024
Pos Bloc Jakarta

KONEKIN actively participated in Belajaraya 2024 as one of the participating communities. Together with the organizing partner, Semua Murid Semua Guru (SMSG), KONEKIN conducted an assessment of the event's accessibility. This activity included Disability Awareness training for volunteers and a direct assessment of the venue's physical accessibility by individuals with disabilities of various types. During the event, KONEKIN also opened a booth to promote its programs and market its products. Through this involvement, Belajaraya 2024 became more inclusive, welcoming and accommodating 127 participants with disabilities.

Prudential Indonesia: Inclusive Financial Literacy Workshop

September 28, 2024
Ganara Art Space, FX Sudirman

KONEKIN partnered with Prudential Indonesia to conduct an Inclusive Financial Literacy Workshop, attended by over 50 disability communities. The workshop had over 150 participants with disabilities, with the following details: 140 pre-registered participants and 10 on-site registrants. For participants who joined online, there were 40 people on the Zoom platform and 20 people who followed through a live broadcast on YouTube, which reached 151 viewers.

Building Impact Through Community Empowerment and Collaboration



Community Level Up

KONEKIN actively works to strengthen community skills in Indonesia, especially for those focused on empowerment and disability inclusion. Through the Community Level Up program, KONEKIN provides communities with important soft skills and hard skills to help them grow.

In 2024, Community Level Up was held three times and reached more than 202 participants from different communities. The training covered various topics, such as community branding, how to build partnerships and pitching, and advocacy techniques, taught by experienced practitioners.



Community Networking

KONEKIN has collaborated with various communities as a form of initiative to establish relationships with Indonesian initiators, such as: Jarum Kayu, Semua Murid Semua Guru (SMSG), and Kumpul Komunitas Kemendikbud. KONEKIN has also become an expert representative in various national and international associations.



Pesta Inklusif

To celebrate KONEKIN's anniversary while also commemorating the International Day of Persons with Disabilities, KONEKIN organizes an annual event titled Pesta Inklusif. This event is designed to amplify the importance of equality for persons with disabilities while fostering cross-sector collaboration to expand discussions on disability issues.

Pesta Inklusif features a variety of activities, including public discussions, learning sessions, booth exhibitions, inclusive playdates, and art performances by disabled artists.

The term “*Pesta* (Party)” was chosen to reflect the lively and joyful nature of the event, aligning with the diverse artistic performances showcased. Meanwhile, the word “*Inklusif* (Inclusive)” emphasizes that this event is open to everyone, both persons with and without disabilities.



Our event partners:



And many more!

Highlights of *Pesta Inklusif* Over the Years :

- 2019: **In collaboration with Bappenas**, this event aimed to promote Government Regulation 70/2019 and the Disability Master Plan. It engaged 250 participants, 7 disabled performers, and dozens of communities. *Pesta Inklusif* 2019 was held at Mbloc Space and concluded with a **special performance by Yura Yunita**.
- 2020: *Pesta Inklusif* 2020 was held online, **in collaboration with Grab Indonesia** through the #BantuDisabilitasBekerja program via Grab Kios. The event also provided mentorship to more than 100 persons with disabilities.
- 2021: *Pesta Inklusif* 2021 was held online with the **support of Nestlé Indonesia**. The event featured a public discussion forum with disability activists, art performances by 10 disabled talents, and a special appearance by Kunto Aji, attracting 270 participants.
- 2022: **In collaboration with the Ministry of Education and Unilever**, *Pesta Inklusif* 2022 featured a series of activities, including talk shows, art performances, exhibitions, and the launch of five volumes of the Buku Disabilitas Indonesia (BISA) series. The event engaged 350 participants and numerous other collaborators.
- 2023: In collaboration with 7 main sponsors, 13 media partners, and over 50 communities, *Pesta Inklusif* 2023 featured a series of activities, including talk shows, art performances, exhibitions, inclusive learning sessions, and inclusive playdates. The event **engaged 486 participants**.





Pesta Inklusif 2024

Pesta Inklusif 2024 was held on December 6, 2024, at Taman Ismail Marzuki. This year's event was more festive than ever, featuring a series of activities that extended beyond Jabodetabek. It included three Public Discussion sessions, ten Learning Classes, art performances by persons with disabilities, and a special appearance by public figures presented by Yura Yunita x G-Star. *Pesta Inklusif 2024* also showcased the participation of disability-owned MSMEs, an Edufair, and a Job Fair, presented through various inclusive booths.

To support the empowerment of persons with disabilities, KONEKIN consistently ensures their involvement in this event, including as food vendors, Masters of Ceremony (MC), and volunteer committee members. In its execution, KONEKIN ensures that the venue is accessible to all types of disabilities, provides Sign Language Interpreters (SLI), and offers other necessary accommodations.

PESTA INKLUSIF 2024 IN NUMBERS

- 4 Activities** "Road to Pesta Inklusif" events were held in *Jambi, Medan, Bandung, and Jakarta*
- 2 Schools** participated in KONEKIN Goes to School
- 2 Session** Inclusive Playdate sessions were conducted
- 3 Session** Public Discussion sessions took place
- 10 Session** Inclusive Learning Class sessions were held
- 12 booths** from UMKM, Edufair, and Job Fair participated

100+ disability communities participated

30+ media outlets covered the event

30 speakers, public figures, and musicians took part

1084 people attended *Pesta Inklusif 2024* in person

2000 people joined *Pesta Inklusif 2024* online



Road to *Pesta Inklusif* : Kongkow Inklusif

Kongkow Inklusif Jambi From the Streets to Inclusion

#KongkowInklusif in Jambi, held as part of the Road to *Pesta Inklusif* 2024 series, took place with great enthusiasm. The event featured Sri Rizka Ade Permana Sari, S.Pd., Gr., M.Pd, a Special Needs Education Consultant, followed by a Read Aloud session of the Buku Disabilitas Indonesia (BISA) led by Herna Mey Putri Purba, S.Pd, a teacher from SLB Harapan Mulia Jambi. A total of 76 participants, both with and without disabilities, took part in this engaging event.



Kongkow Inklusif Medan Makeup Training with Wardah & Friends with Disabilities

This event was a collaboration between Paragon Corp Medan, Wardah, Brave Beauty, and Nutrifood, bringing together five participating communities. The makeup training session was attended by 23 participants, all of whom were persons with disabilities. The session aimed to equip participants with practical skills while boosting their confidence through an inclusive and empowering experience.

Kongkow Inklusif Bandung Creative Collaboration for a More Inclusive Bandung

As the grand finale of the Road to *Pesta Inklusif*, KONEKTOR Bandung collaborated with the Geology Museum as part of the Day and Night at the Museum event by the Ministry of ESDM. The event was supported by four institutions and sponsored by more than 7 organizations. RTPI Bandung successfully engaged 11 disability communities and attracted 2,000 participants.



Kongkow Inklusif Jakarta From the Streets to Inclusion

A collaboration between KONEKIN and five communities, namely Komplemenkeu, Read Along Kemenkeu, Sekoci, Read Aloud Jakbar, Pesantren Tahfidz Disabilitas Baznas, as well as involving 70 street children accompanied by 35 volunteers, and supported by 3 sponsors. This event aimed to strengthen inclusivity and provide space for street children and persons with disabilities to take part in various activities that build awareness and social engagement.

Road to *Pesta Inklusif*



KONEKIN Goes to School

KONEKIN Goes to School is a collaborative program between KONEKIN and the Inclusivity Team from the Nutrifood Leadership Award (NLA). This initiative represents our tangible contribution to preparing persons with disabilities for higher education, aiming to equip them with independence, empowerment, and active participation in Indonesia's development. **This program holds significant importance, considering that only 2.8% of persons with disabilities successfully complete higher education.**

This event was held simultaneously in two different locations: SPED A Pembina Tingkat Nasional and SPED Tuna Rungu Santi Rama. It was attended by teachers, parents, and students with disabilities from 11th and 12th grades, with a total of 31 participants from SPED Tuna Rungu Santi Rama and 44 participants from SPED A Pembina Tingkat Nasional.

In partnership with: 



Playdate Inklusif



Playdate Inklusif is a shared play session between children with and without disabilities, accompanied by their parents, aiming to instill inclusivity values from an early age. The Playdate Inklusif activities include reading sessions featuring BUKU BISA (books for children with disabilities), a Kids' Yoga session with Yogaland.id, and interactive play at Youreka Kids Farm, Kuningan City, on November 30, 2024.

This event was attended by 63 children and their companions. In its execution, KONEKIN collaborated with various mother-and-child communities, such as Ibupedia, Mom Academy, Parentalk, Moma Kece, KamiBijak, and Mothers and Beyond, as media partners to support the success of this event.

In partnership with: 

The Grand Finale of Pesta Inklusif 2024

Public Discussion

Public Discussion aims to enhance public understanding and encourage community participation in various inclusivity topics. KONEKIN held three Public Discussion sessions with the themes “Creating an Inclusive Economy Together”, “Equal Education, Empowered Disabilities”, and “The Portrait of Inclusivity: Equal Job Opportunities”, featuring expert speakers. During the “Creating an Inclusive Economy Together” session, there was a launch of the Operational Technical Guidelines (PTO) for Inclusive Financial Services for Persons with Disabilities, in collaboration with the Otoritas Jasa Keuangan (OJK).



Booth Exhibition

There was a Booth Exhibition at Pesta Inklusif 2024, providing visitors with information about products, services, programs, or events being promoted. The exhibition featured disability-owned UMKM, a Job Fair with companies recruiting persons with disabilities, and schools or universities that accept students with disabilities.

Inclusive Learning Classes

Inclusive Learning Classes are part of the *Pesta Inklusif* event series. These classes are designed as an interactive platform that allows practitioners from various fields to share their knowledge and experiences with participants. Through Inclusive Learning Classes, participants gain valuable skills and knowledge relevant to current industry needs.



Inclusive Learning Class Speakers :

- Beasiswa Disabilitas bersama LPDP (*Disability Scholarship with LPDP*), speaker: M. Lukmanul Hakim
- Nobar & Bedah Produksi Film Sinedu x Film Maker (*Movie Screening & Film Production Analysis with Sinedu x Film Maker*), speakers: Anggun Piputri (Managing Director, Sinedu.id) & Gloria Morgen (Producer & Scriptwriter for Sign Language & Mother Language Films)
- Cara Bangun Personal Branding (*How to Build Personal Branding*), speaker: Ramdani Murdiana (Duta Putra-Putri Budaya Banten 2024)
- Podcast Inklusif bersama KBR Media (*Inclusive Podcast with KBR Media*), speaker: Citra Dyah Prastuti (Editor-in-Chief, KBR Media)
- Memilih Sekolah Inklusif bersama Sekolah Murid Merdeka (*Choosing an Inclusive School with Sekolah Murid Merdeka*), speaker: Havid Surya, M.Pd (Inclusive Program Coordinator, SMM)
- Jadi Warga Kota yang Melek Politik dan Inklusif (*Becoming a Politically Aware and Inclusive Citizen*), speaker: Dedi Kusuma Wijaya (Initiator of eplusjakarta & Co-Founder of @urundayakota)
- Horizon Scanning: Skills Gap Analysis among Indonesian Youth with Disabilities in West Java and Bali, speakers: Muhaimin Syamsuddin (Head of Education, British Council Indonesia) & Qurratul Uyun (Programme Manager, British Council Indonesia)
- Tips Cuan dari Livestreaming (*Monetizing Livestreaming*) with Paragon Corp
- Pintar Kelola Keuangan (*Smart Financial Management*) with Otoritas Jasa Keuangan (OJK)
- Membuat Seni Decoupage (*Creating Decoupage Art*) with Bu Annie Sukanto

Raising Awareness #MenujuIndonesiaInklusif on Social Media

Educational Initiatives and Information Dissemination at Your Fingertips



17,000 followers

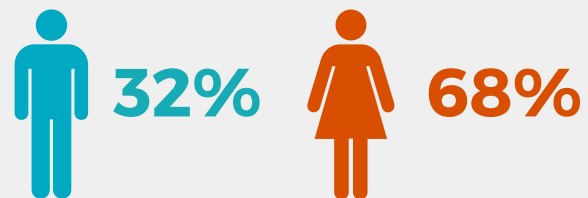
KONEKIN, through its Instagram and LinkedIn social media platforms, is committed to providing information on disability issues as well as updates on ongoing and upcoming programs.

The majority of KONEKIN's Instagram audience consists of women. This indicates that interactions such as replies, comments, and reactions tend to be higher among female audiences. This dominance can be attributed to KONEKIN's storytelling based content approach, which effectively engages its audience.

In its content research, KONEKIN refers to trending issues on social media related to disability, whether explicitly discussed or indirectly connected to disability issues.

In terms of age ratio, the majority of KONEKIN's social media followers are dominated by followers in the 25-34 age range, followed by the 18-24 age range.

KONEKIN ensures to customize content in order to follow trend developments and increase engagement based on the largest age group that follows KONEKIN, while also ensuring to embrace all age groups.



Koneksi Indonesia Inklusif (KONEKIN)

Aside from Instagram, KONEKIN also implements inclusive digital communication practices, starting from understanding the target audience and the accommodations needed.

It is not only a platform for sharing job vacancies and events organized by KONEKIN, but also for advocating news related to disability issues.

6.553 page views

2.359 unique views

Posts with the highest engagement



Education Initiative and Information Dissemination at Your Fingertips

In creating the content we upload on Instagram, we implement inclusive digital communication practices, starting from understanding the target audience and the necessary accommodations, as well as selecting the right platform that is both preferred and accessible for persons with disabilities.

To ensure that KONEKIN remains engaged with its followers and builds stronger connections to encourage audience participation, we frequently conduct polls, Q&A sessions, and share inspiring stories that capture audience interest. Additionally, we make sure to stay responsive to messages and comments from KONEKIN's followers.

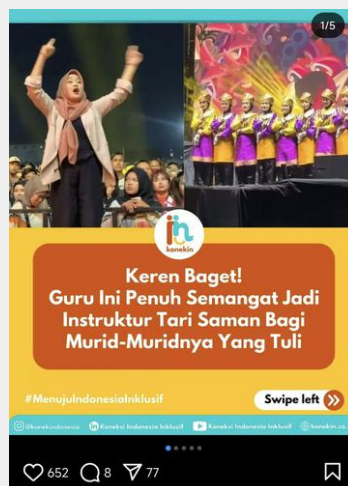
In content creation, KONEKIN also ensures the use of engaging and inclusive visuals. By adhering to inclusive design principles, such as comfortable color contrast for the audience, readable text sizes, and the use of simple yet informative images and infographics, the visuals created are not only aesthetically appealing but also easily understandable for audiences, including persons with disabilities.

We are dedicated to creating high-quality and consistent content while maintaining interaction and engagement with our audience through Call to Actions (CTA). Additionally, we continuously measure and analyze the content we produce to ensure its effectiveness.

KONEKIN in Carousel



The content titled "PKKMB Univ Brawijaya Tampil Dengan Lebih Inklusif" received 1,956 interactions



The content titled "Keren banget! Guru ini penuh semangat jadi instruktur tari saman bagi murid-muridnya yang tuli" received 816 interactions



The content titled "Kisah Peserta SNBT Disabilitas rungu yang diminita lepas alat bantu dengar saat ujian dan berakhir gagal" received 854 interactions

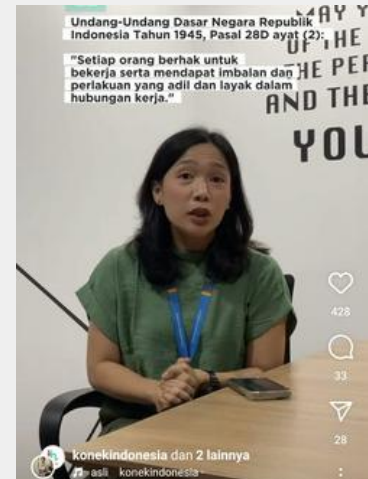
KONEKIN in Reels



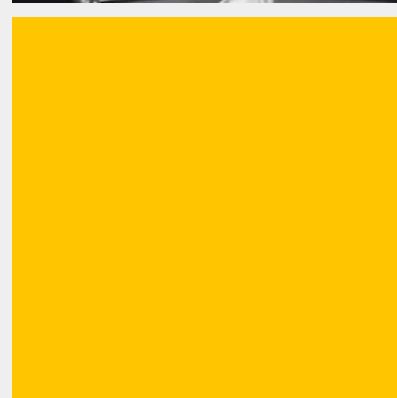
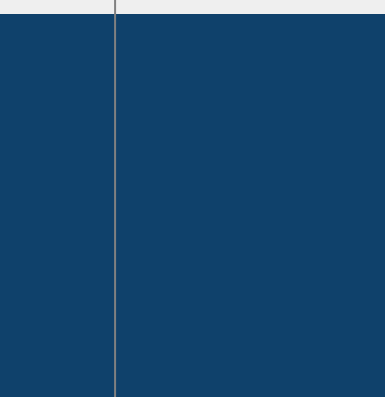
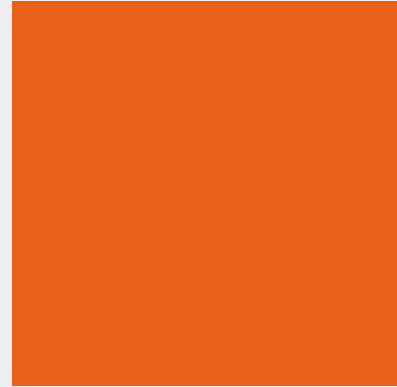
The content titled "Konekin at Festival Kurikulum Merdeka 2024" received 29,308 interactions



The content titled "Sampai Jumpa di Belajaraya 2024" received 10,521 interactions



The content titled "Mengundang Disabilitas Menjadi Pembicara Emang Harus Dibayar? " received 11,141 interactions



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