

Hotel Etico: Theory of Change

VISION FOR CHANGE:

We enable people with disability to live a life of dignity and independence through work.

We empower employers to create diverse and inclusive workplaces.

We work to break down prejudices about the talents of people with disability 'one stay at a time'.

| | We will... | So that... | Leading to... | Enabling... |
|--|--|---|--|--|
| STAKEHOLDERS | ACTIVITIES | INITIAL OUTCOMES | END OF PROGRAM OUTCOMES | IMPACT |
| People living with disability and their families | Deliver a structured training program in hospitality and living skills | People with disability develop life skills and increase their level of independence | Improved quality of life | People with disability enjoy good health, wellbeing and decent work |
| | Provide employment for people with disability in our social enterprise | People with disability develop relevant skills to be employed in the hospitality industry | Increased financial independence through employment Less reliance on government funding | |
| Employers/industry | Change industry perceptions by facilitating employment partnerships and providing employer training | Employers are better equipped to employ people with disability | Employers diversify their workforce | Reduced inequality |
| Community | Change community perceptions by visibly engaging people with disability with our guests, staff and local community | People with disability can showcase their capabilities and talents | Community recognises capabilities and talents of people with disability | Reduced inequality |
| System | Run sustainable businesses and expand into new geographies | People with disability have access to a supportive training environment | Disability employment sector knows about our innovative model | Positive changes in society's perception of capabilities of people with disabilities |
| | Engage in advocacy by participating in forums and making representations to government | Policy makers better understand needs of people with disability | Policies to support employment of people with disability are adopted | |

key things to know...