



FROM THE DESK OF

A Word from the Executive Director

Dear Community and Partners,

It is with great pleasure that we welcome you to our maiden newsletter.

A Nigeria where persons with disabilities are seen, valued, and given every opportunity to thrive.

At Theseabilities Foundation, every story we share and every milestone we celebrate reflects that one unwavering commitment. We do not do this alone; our progress rests on the dedication of our team, the guidance of our Advisory Board and Trustees, the confidence of our partners, and, above all, the strength and talent of the communities we serve. Together, we continue breaking down long-standing barriers to inclusion and employment, opening doors that have stayed closed for far too long.

We invite you to read on, and to keep standing with us as we build a future in which ability, not disability, determines what is possible. Thank you for being part of this journey.

Toye Abioye
#Itsamindthing

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At a Glance

94

Entries in the Afretec UNILAG Inclusive Education Innovation Challenge 2026

16

Weeks of hybrid study awarded to our three innovation challenge winners

₦25,000

Monthly stipend for members of our Deaf and Physical Disability Communities

3

Consecutive years of support from the Friends of Theseabilities Foundation

INNOVATION

From Research to Market for Nigeria's Assistive Technology Innovators

Congratulations to Mr Abdulquyum Ajumobi, Ms Eniola Adeleke, and Mr Oluwaseyi Bolarinwa. <https://punchng.com/unilag-afretec-theseabilities-foundation-reward-assistive-tech-innovator>

In recognition of their achievement in our innovation challenge, the three winners have been awarded a 16-week hybrid course with a Canadian institution, which will culminate in an in-person visit to Canada at the end of May 2027.



Theseabilities Joins UNILAG Eco-Innovation Consortium

Theseabilities Foundation has joined the University of Lagos (UNILAG) Eco-Innovation Knowledge Exchange Centre (Eco-KEC) Consortium, a select group of institutions collaborating to develop the operational framework for the Eco-KEC.

The Centre is being established by UNILAG in collaboration with the Lancaster University Centre for Global Eco-Innovation and with support from the Impact Investors Foundation. It will connect academia, industry, government, civil society, and development partners to advance research translation, entrepreneurship, knowledge exchange, and scalable responses to environmental and sustainability challenges.

As a Consortium member, Theseabilities Foundation will contribute its expertise in disability inclusion, inclusive innovation, community engagement, partnerships, and enterprise development. The Foundation will help shape the Centre's strategy, governance, commercialisation pathways, capacity-development programmes, resource mobilisation approach, and impact framework.

Our participation will help ensure that accessibility and disability inclusion are embedded in the Centre's work from the outset. Through this collaboration, we look forward to advancing eco-innovation solutions that deliver measurable environmental, economic, and social impact while leaving no one behind.

CAMPAIGN

Beyond Disability!

Join us this month as we launch our new social media campaign, **Beyond Disability**, aimed at celebrating distinguished persons with disabilities in our community.



Deaconess Adedoyin Beyioku-Alase

DEAF RIGHTS ADVOCATE · DISABILITY LEADER

A distinguished Deaf rights advocate and disability leader who has dedicated her career to advancing inclusion, accessibility, empowerment, and equal opportunity across Nigeria.

A pioneer in disability governance, she was among the key leaders behind the historic passage and recognition of the Lagos State Disability Law 2011 and the Discrimination Against Persons with Disabilities (Prohibition) Act 2018. She is the Founder and Former President of the Deaf Women Association of Nigeria (DWAN), a two-term former Chairman of the Joint National Association of Persons with Disabilities (JONAPWD), Lagos State Chapter, a former Governing Board Member of the Lagos State Office for Disability Affairs (LASODA), and a current Board Member of the Southwest Deaf Association.

Across these roles, and with national and international recognition to her name, she has remained a consistent champion for the rights, dignity, and socio-economic inclusion of Deaf individuals, with particular focus on Deaf women and girls.

EMPLOYMENT

Employment & Economic Inclusion

KFC Nigeria has opened its doors to qualified candidates with speech and hearing impairments, offering them the opportunity to build careers in the Quick-Service Restaurant industry as part of its disability-inclusive recruitment initiative.

COMMUNITY

Community Support

Thanks to the continued generosity of the **Friends of Theseabilities Foundation**, a partner family that has supported this work for three consecutive years, we sustain direct support to our beneficiary communities. Members of our Deaf Community and Physical Disability Community continue to receive a monthly stipend of **₦25,000** toward their welfare and basic needs, for many a vital source of relief that reflects our commitment beyond advocacy and policy work.

News & Opportunities

EDUCATION

Education & Inclusion

The **Afretec UNILAG Inclusive Education Innovation Challenge 2026** invited undergraduates across Anglophone West Africa to reimagine inclusive education for the digital age, drawing 94 entries from Nigeria and Ghana. Team Omega took the grand prize with Omnisight, a hands-free, zero-cost digital navigation solution for learners with motor disabilities. <https://unilag.edu.ng/inclusive-education-innovation-challenge-2026-call-for-applications/>



Our Advisory Board member, Mrs Akande, served as a judge, and persons with disabilities took both first and fourth place, a strong testament to the programme's power to empower and include.

SKILLS

Free Digital Skills Training

The **National Information Technology Development Agency (NITDA)** offers free digital skills training, foundational courses, and certifications through the NITDA LMS Portal (lms.nitda.gov.ng/courses) and periodic collaborative programmes, including self-paced digital literacy courses, partner programmes such as Cisco-powered cybersecurity and coding bootcamps, and certifications provided entirely free through funded government initiatives. Interested persons can contact NITDA to register to gain this valuable skillset. The programmes are open to all.

ACCESSIBILITY CORNER

Did you know?

Here are four ways employers can make recruitment more accessible.

- **Create accessible job descriptions** — offer postings in alternative formats, such as audio or large print.
- **Use inclusive application systems** — confirm that your online application works with screen readers.
- **Share interview details in advance** — ask candidates directly what support or adjustments they may need.
- **Offer flexible interview options** — allow candidates to choose the format that helps them perform at their best.

KNOW YOUR RIGHTS

Q & A

- **Q:**What key law protects persons with disabilities in Nigeria?
- **A:** The primary legal framework is the **Discrimination Against Persons with Disabilities (Prohibition) Act (DAPPA)**, passed into law in **2018**. https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Nigeria_Discrimination-Against-Persons-with-Disabilities-Prohibition-Act-2018.pdf
- **Key provisions include:**
 - Prohibiting discrimination against persons with disabilities (PWDs).
 - Reserving a **5% employment quota** for qualified PWDs in public organizations.
 - Mandating physical and transport accessibility (with a grace period for older infrastructure).

COMING UP

What's Next

Watch out for our Board of Trustees interview recordings across all our social media handles — educational, inspiring, and informative. Don't miss them.

OUR CALL TO ACTION

Employ persons with disabilities.