



Neuro Inclusion Africa: Where Every Mind Thrives

Theory of Change

Our Ultimate Impact: A socially and economically inclusive Africa where neurodiverse individuals are empowered to reach their full potential, contributing to a more innovative and equitable society. This Theory of Change outlines the pathway from our programme's activities to our long-term goals. It maps how we believe change will happen, creating a roadmap for implementation, monitoring, and evaluation.

The Causal Pathway

Inputs	Activities	Outputs	Outcomes	Impact
<p>Financial Resources:</p> <ul style="list-style-type: none"> • Grants & Donations • Corporate Sponsorships • Consultancies & partnerships <p>Human Resources:</p> <ul style="list-style-type: none"> • Skilled Staff & Facilitators • Volunteers & 	<p>1. Awareness & Advocacy:</p> <ul style="list-style-type: none"> • Run media campaigns • Host policy roundtables • Engage community leaders <p>2. Capacity Building:</p> <ul style="list-style-type: none"> • Deliver training workshops for employers & 	<p>1. Awareness & Advocacy:</p> <ul style="list-style-type: none"> • Media impressions • Policy briefs published • Stakeholders engaged <p>2. Capacity Building:</p> <ul style="list-style-type: none"> • Educators & employers trained • Toolkits 	<p>Short-Term Outcomes:</p> <ul style="list-style-type: none"> • Increased knowledge & understanding of neurodiversity. • Educators & employers have improved skills to support neurodiverse individuals. • Neurodiverse youth have increased skills & confidence. • Reduced stigma & misconceptions. <p>Mid-Term Outcomes:</p> <ul style="list-style-type: none"> • Schools & workplaces adopt 	<p>A socially and economically inclusive Africa where neurodiverse individuals are empowered to reach their full potential, contributing to a more innovative and equitable</p>

<p>Mentors</p> <p>Intellectual Capital:</p> <ul style="list-style-type: none"> • Existing Research • Curriculum & Toolkits <p>Partnerships:</p> <ul style="list-style-type: none"> • Schools & Universities • Corporations & SMEs • Government Agencies • DPOs & CSOs 	<p>educators</p> <ul style="list-style-type: none"> • Develop & distribute inclusion toolkits • Provide ongoing technical support <p>3. Youth Empowerment:</p> <ul style="list-style-type: none"> • Run mentorship programmes • Provide skills development workshops (tech, creative, etc.) • Facilitate internships & job placements <p>4. Community & Research:</p> <ul style="list-style-type: none"> • Establish peer support networks • Host community events • Conduct & publish Africa-focused research 	<p>distributed</p> <ul style="list-style-type: none"> • Organizations supported <p>3. Youth Empowerment:</p> <ul style="list-style-type: none"> • Youth mentored • Youth completing skills training • Youth placed in jobs <p>4. Community & Research:</p> <ul style="list-style-type: none"> • Active community members • Community events held • Research papers published 	<p>more inclusive policies & practices.</p> <ul style="list-style-type: none"> • Improved educational attainment & retention for neurodiverse students. • Increased hiring, retention, and promotion of neurodiverse employees. • Strong, supportive community networks are active. • Policymakers begin to integrate neuro-inclusion into national agendas. <p>Long-Term Outcomes:</p> <ul style="list-style-type: none"> • Neurodiverse individuals have equitable access to quality education and sustainable livelihoods. • Workplaces and schools are demonstrably inclusive and supportive. • Neurodiversity is widely accepted as a valuable aspect of human diversity. 	<p>society.</p>
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Assumptions

Our Theory of Change rests on several key assumptions:

- **Political & Social Stability:** There is a stable environment that allows for the implementation of long-term educational and workplace programmes.
- **Willingness to Engage:** Employers, educators, and policymakers are open to changing their attitudes, practices, and policies regarding neurodiversity.
- **Participant Commitment:** Neurodiverse youth and their families are willing and able to participate in the empowerment and community programmes.
- **Relevance of Skills:** The skills training provided to youth aligns with current and future job market demands in their respective regions.
- **Scalability of Interventions:** Successful pilot programmes and interventions can be adapted and scaled to different cultural and economic contexts across Africa.
- **Access to Technology:** Stakeholders and participants have sufficient access to the necessary technology to engage with online resources, training, and networks.

By clearly defining our pathway and acknowledging our assumptions, we can more effectively plan our work, measure our success, and adapt to challenges as they arise.