

Festival Latinoamericano de Economía Inclusiva

Incluir para Crecer

Colaborando con el arte de la inclusión



INCLUIR PARA CRECER

LATIN AMERICAN INCLUSIVE ECONOMY FESTIVAL COLLABORATING WITH THE ART OF INCLUSION

This project began in 2020 amid a context of clear systemic exclusion. Many of the social evolution processes and projects underway, at a regional and national level, were abruptly stopped. This scenario intensified the pre-existing vulnerability in many of the historically relegated communities. **Incluir Para Crecer** emerged as a space to meet, reflect, learn and discover, with the belief that those societies, organizations and educational systems that are inclusive are the only ones that are just, also more resilient and creative.

The first two editions had a specific focus on disability. This time, the focus becomes even more systemic and we put at the centre the points of connection between social movements working for equity and social justice.

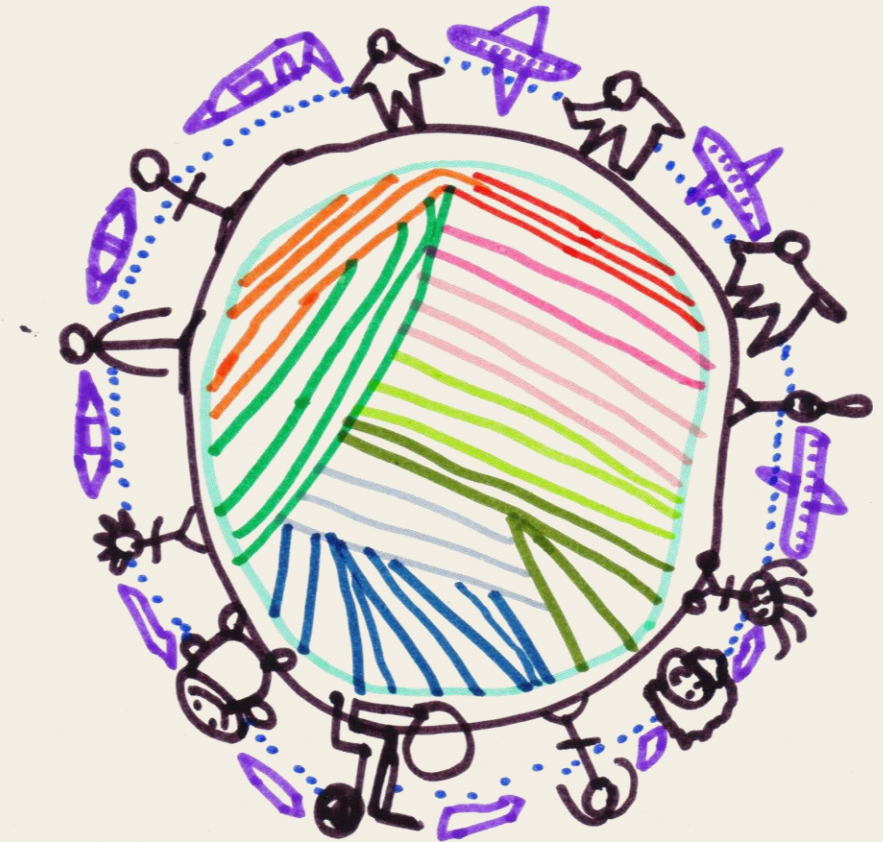


Illustration by Magdalena Cosco

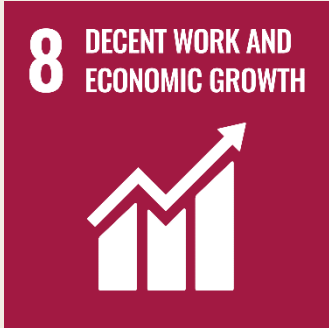
Behind this project, there is a team highly committed to and conscious of the need to have individuals and movements that actively contribute to new ways of living in this increasingly unequal and excluding world. Our professions, experiences and biographies come together to foster action and a multidisciplinary perspective: education, communication, design, art, language, culture.

We are convinced that all the causes are interconnected. We believe in intersectionality, in the collective wellbeing, in multidisciplinary and flexible research, in its implementation in the social field, in an honest exchange: there lies part of the answer.

Through our projects, we actively contribute to the following sustainable development goals:



SUSTAINABLE DEVELOPMENT GOALS



In a truly inclusive system, every person has the possibility to develop and prosper: **inclusion is not only an ethical decision but an essential component for the health of the ecosystem.**

CONTEXT:

Systemic Exclusion in Latinamerica

In Latin America and the Caribbean, the richest 10% accumulate 77% of the wealth and the poorest 50% only 1%.

There is a **great educational inequality** that is particularly evident in the following **communities: indigenous, Afro-descendant, people with disabilities, LGBTQI+ or migrant families**; as well as the gap between urban and rural areas.

Educational exclusion clearly leads to greater probabilities of exclusion in adulthood. Even when it is possible to break down systemic obstacles and educate individuals, when they enter the labor market, people belonging to these communities **earn lower salaries than their peers, experience greater job instability and higher rates of lack of legal protection. and systemic due to informality.** The vast majority of people go through acts of violence and discrimination, both symbolic and institutional.

Quality statistical data in the region remains scarce, which makes this reality even more invisible:

64% of people with disabilities of working age **are unemployed.**

43% of indigenous population in the region lives in **poverty.**

1 out of 5 people of African descent are **excluded from the educational system.**

70.6% of LGBTQI+ population claimed to have experienced some episode of **symbolic violence in the workplace.**

Source: United Nations

THE JOURNEY: AN INTERCONNECTED PROCESS TOWARDS CULTURES OF INCLUSION



After each Incluir para Crecer event (in blue), a series of projects and activities emerged, that then acted as fuel for the next one. This continuous cycle offers the community an opportunity to share, listen, sense, reflect and foster new initiatives at each iteration.

2020: FESTIVAL FIRST EDITION

OPENING

EDUCATION

WORKPLACE

PUBLIC POLICY PANEL

CLOSING

OPENING

- Mag. Mercedes Viola Deambrosis, **director & founder 4D lab, Uruguay**
- Mag. Mireia Villar Forner, UN Resident **Coordinator in Uruguay**
- Graciela Dede, UN Human Rights Advisor, **Uruguay**
- Prof. Mel Ainscow, **University of Manchester, UNESCO Consultant, UK**
- Stefan Tromel, **Senior Specialist in Disability at the ILO, Switzerland**
- Pamela Molina Toledo, Specialist in Disability, **Organización de los Estados Americanos (OEA), United States**

EDUCATION

Space of regional best practices:

Inclusive Education


- Horacio Otonelli, **Instituto de Educacion Santa Elena, Uruguay**
- Dr. Wilder Muñoz, **Escuela Pública la Pradera, Perú**
- Maria Eugenia Yadarola, **FUSDAI and Universidad Católica de Córdoba, Argentina**
- Maria Viola, **Plataform SELI, LATAM**
- Guadalupe Perez, **Universidad de la República, Uruguay**
- Eridson Rodríguez y Vivian Cortez, **Liceo VAL, Colombia**
- Charita Tavera, **Escuela Pública "I.E. N 1005 JORGE CHÁVEZ DARTNELL", Peru**
- Mariana Patricia Altamirano, **Universidad de Católica de Argentina**
- Roxana Castellano y Américo Menéndez, **Ceibal, Creativa, Uruguay**

COMPANIES

Workplace Inclusion

- Carolina Canil, **Gemma Consultora, Uruguay**
- Inés Voncini and Maria Gerogina Barrán, **Accenture, Argentina**
- José Nuñez, **Grupo Luminotecnia, Paraguay**
- Nel Correa, **La Casa del Carlota, Colombia**
- Patricia Andrade and Mauricio Aguinaga, **Sociedad Peruana de Síndrome de Down, Perú**
- Ignacio Madero, **Sodexo, Argentina**

CLOSING

Otro día en Uruguay: [video](#) recorded for Incluir Para Crecer And for the "Great Gala for Children" event of Fundación Julio Bocca. 



PUBLIC POLICY

- Dra. Carla Bacigalupo, Minister of **Labor, Employment and Social Security, Paraguay**
- Dr. Pablo Da Silveira, **Minister of Education and Culture, Uruguay**

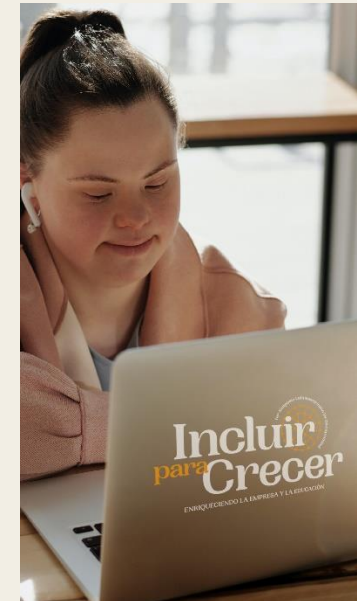
Moderator Natalia Guala Beathyate, **Grupo Social ONCE, Spain**

Incluir para Crecer

Buscamos inspirar, ofrecer herramientas y ejemplos de buenas prácticas para avanzar en el camino de la inclusión laboral y educativa de Personas con Discapacidad.

 Mireia Villar ONU	 Stefan Tromel OIT	 Mercedes Viola 4D Lab
 Graciela Decle ONU	 Mel Ainscow UNESCO	 Pamela Molina OEA

Referentes de Empresas y Educación inclusiva compartirán sus buenas prácticas para profundizar en los desafíos y oportunidades que presenta la inclusión.



INCLUIR PARA CRECER 2020: FIRST EDITION IN FIGURES

+200

ATTENDANTS FROM 14
COUNTRIES

40

PANELISTS – PARITY OF
PARTICIPATION


15%

PANELISTS WITH DISABILITIES

93%

OF POSITIVE RESPONSES ABOUT THE
IMPACT OF THE EVENT ON SUBJECTIVITY
AND ACTION

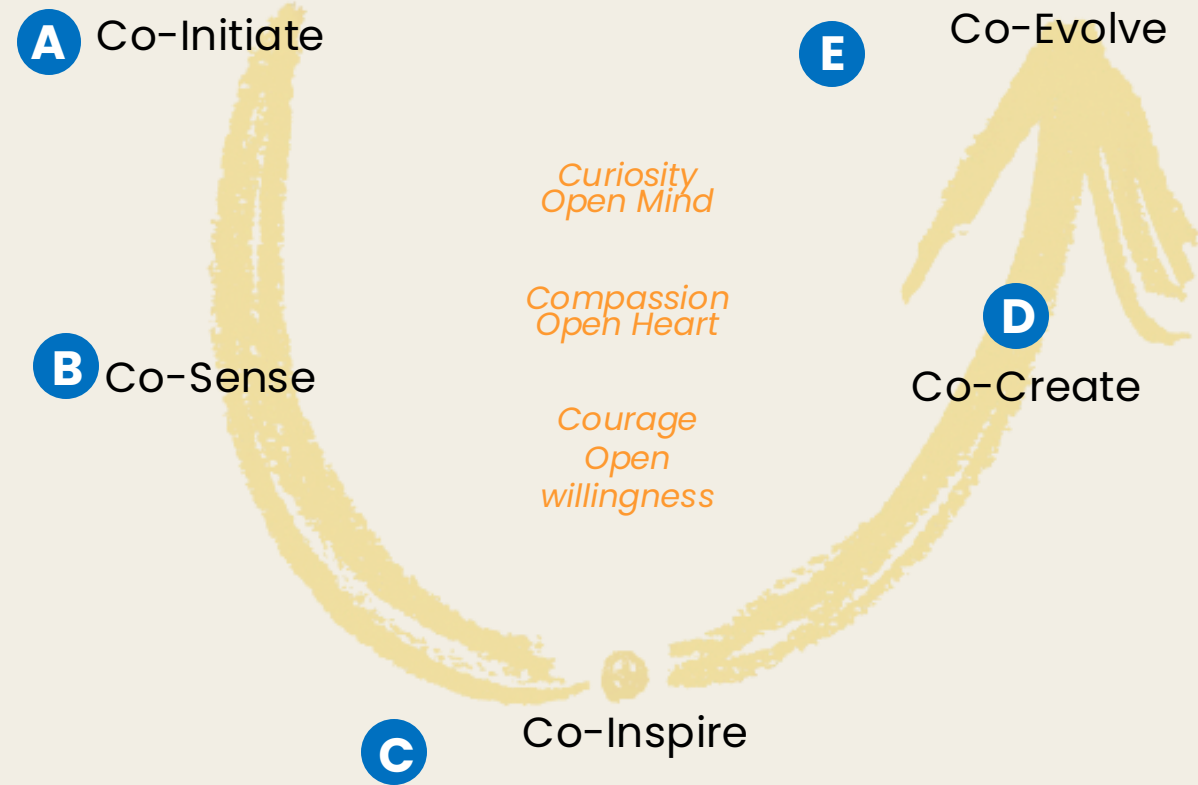


 [Summary Video](#) *Incluir Para Crecer 2020*

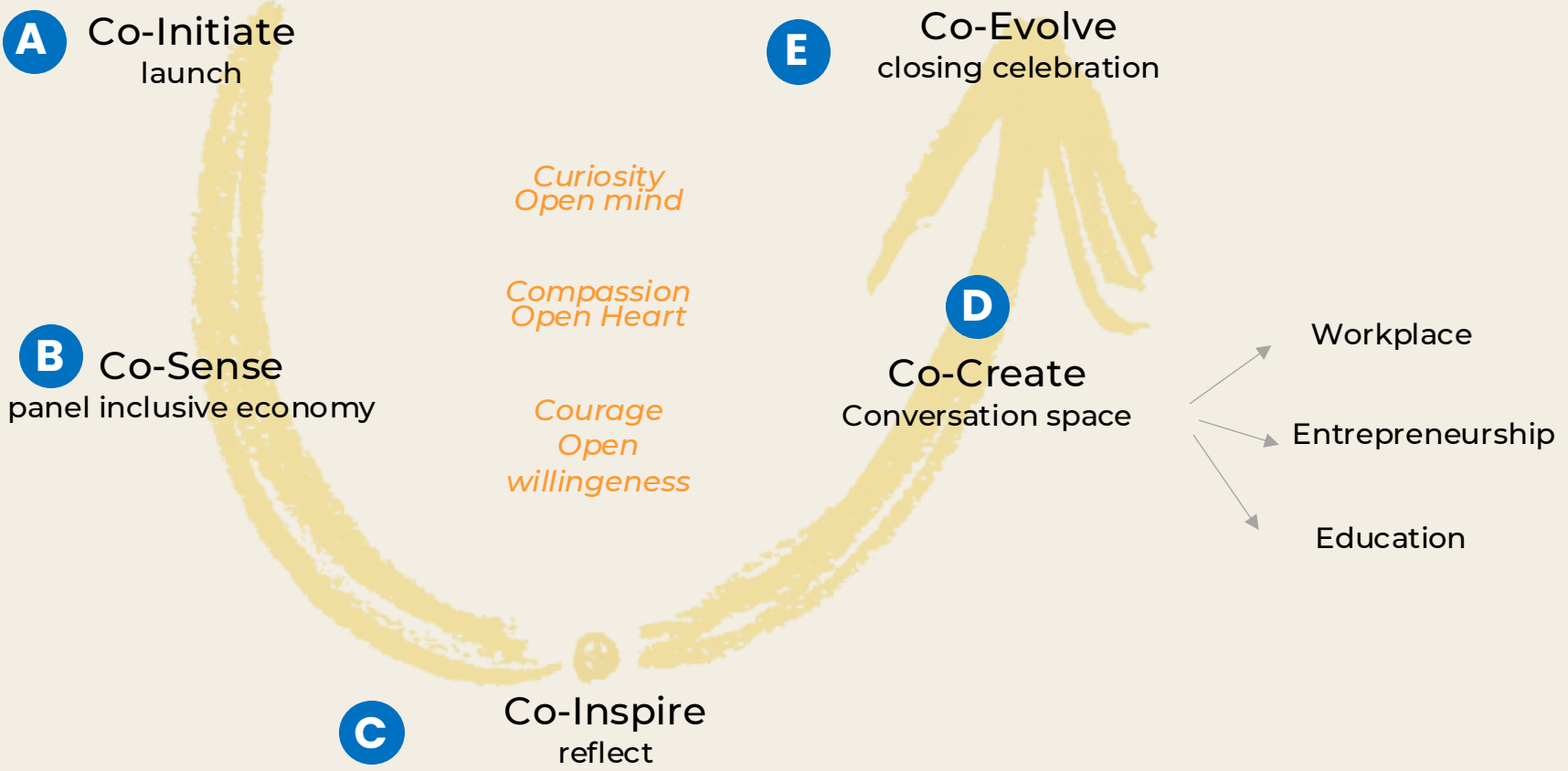
2022: FESTIVAL SECOND EDITION

The Festival agenda is designed on the basis of *the U Theory*. Based on over two decades of action research at the MIT, this theory provides a conceptual and methodological framework, that develops leadership skills essential for conscious transformation at individual, organizational and social levels.

It combines the forefront of systemic thought, social innovation, presence, arts and transformation, to address the deep causes of current social, environmental and ontological gaps, going from an ego-system to an eco-system logic.



INCLUIR PARA CRECER 2022



2022 Second Edition

A

LAUNCH

The Festival was launched at the amphitheater of the SODRE National Auditorium, as a hybrid event (onsite and online). [Video](#)

- Mercedes Viola, **4D lab**
- Luciano Supervielle, **Musician**
- Magdalena Cosco, **4D Lab**
- Valentina Bidart, **Dancer**

B

INCLUSIVE ECONOMY PANEL

Conversation space with:

- Magdalena Cosco, **4D Lab**
- Mercedes Viola Deambrosis, **4D lab**
- Laura Pastorini, **Presencing Institute**
- Ronald Sistek, **Coconsulting Coherencia Organizacional**
- Ana Gómez, **Wellbeing Economy Alliance**
- Leonardo Maldonado, **Ciudades +B**
- Facundo Chávez Penillas, **ACNUDH, Naciones Unidas**

C

CO-INSPIRE

Listening and reflection space:

- Listen deeply what is expressed
- Observe the information provided by the social field
- Reflect, discuss and work around possible answers in teams

2022 SECOND EDITION

D

CO-CREATE

CONVERSATION SPACE

WORKPLACE:

- Natalia Guala, **Fundación ONCE**
- Stephan Tromel, **Organización Internacional del Trabajo**
- Diana Elizeche, **Fundación Saraki**

ENTREPRENEURSHIP:

- Sabina Lobato, **Grupo Social ONCE**
- Stephan Tromel, **Organización Internacional del Trabajo**
- Roman Guyer, **Fundación Saraki**

EDUCATION:

- Mercedes Viola Deambrosis, **4D lab**
- Mónica Cortés Ávila, **ASDOWN Colombia**
- Ignacio Calderón, **Universidad de Málaga**

E

CO-EVOLVE

Presentation with the authors of [Video Florecer Criollo](#), made for the Festival



- Luciano Supervielle, **Musician**
- Mercedes Cosco, **Director**



INCLUIR PARA CRECER 2022: SECOND EDITION IN FIGURES



[Video resumen](#)

300

ATTENDANTS FROM **23 COUNTRIES**

17

PANELISTS (URUGUAY, ARGENTINA, PARAGUAY, CHILE, COLOMBIA, SPAIN AND SWITZERLAND)

17%

OF SPEAKERS HAVE A DISABILITY

40%

OF ATTENDANTS RECEIVED A SCHOLARSHIP

97%

OF POSITIVE RESPONSES ABOUT THE IMPACT OF THE EVENT ON SUBJECTIVITY AND ACTION



HOW ARE WE DESIGNING THE 2024 EDITION?

INTENTION

- Generate a space for collective reflection and meaningful conversations that allow us to move towards an inclusive economy.
- Raise awareness about the value of diversity and inclusion in nature, including human nature in different contexts: work, education, entrepreneurial and social.
- Include ourselves through art, that acts as a vehicle for dialogue and a bridge between realities.
- Promote collective and personal action and reflection, with the conviction that every person is a potential change agent.



In [this interview](#), Mercedes Viola, Festival founder, talks about Inclusive Economy.



ART AS A BRIDGE BETWEEN WORDLS

We believe in art as a vehicle for dialogue and the artistic act as a transformative experience. The dynamics of Incluir Para Crecer begin with an invitation to connect with our real self to establish deep communication with other people: art as a bridge between the singular and the collective.



A

Co-Initiate

Launch of the 2024 edition with an art work and a mise en scene

30 May
SODRE Amphitheatr,
Montevideo, Uruguay
Onsite and online

B

Co-Sense

Listening Spaces:
Sounding board for Latin American voices

29 & 30 August

*Curiosity
Open mind*

*Compassion
Open Heart*

*Courage
Open
willingness*

Co-Evolve

E

Closing celebration with an art work-documentary

To be confirmed

D

Co-Create

Spaces for conversation and exchange, work groups on methodological proposals and call to action

29 & 30 August

Co-Inspire

C

Mix proposals for personal reflection: body exercises, journaling.

29 & 30 August

Network building, community

Thanks to the partnership with the Presencing Institute, people who participate in the Festival will be able to join the platform <https://www.u-school.org/> and be part of the Hub Incluir Para Crecer.

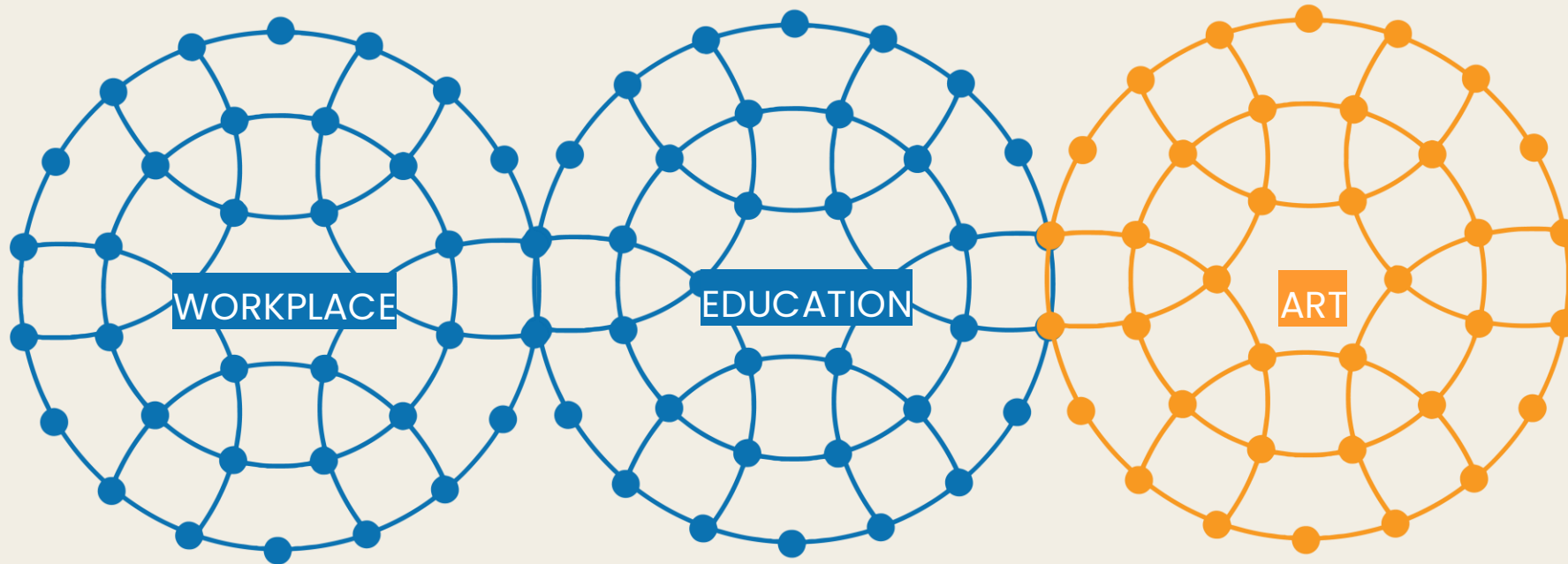
CO-INITIATE: LAUNCH



[video](#) of the launch

CONTENT

This 2024 edition will present the same basic structure as the previous editions and will add this year's innovations. It will have: spaces for listening to voices from the global south, spaces for exchanging the processes of cultural transformation specifically in the contexts of work and education, both in the public and private worlds; as well as an art panel, where the place of the imagination and the creative impulse in the transformation of the world will be discussed.



PROJECT FEASIBILITY

The Festival is sustained fundamentally by the commitment to the project of a group of people who decide to dedicate their time and resources to the concern for new ways of living together.

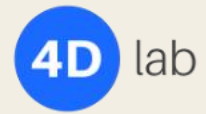
It is also made viable by the support of organisations that trust in the project and allow it to be implemented freely and autonomously, as well as through a system of collective financing, which enables citizen contributions. The activities have a suggested cost and participation is based on the principle of inclusive and solidarity economy, which proposes that the contribution is relative to the specific situation of each participant.

In addition, many organisations and collectives join as alliances.

DECLARATION ON INTEREST



Organiza:



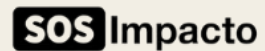
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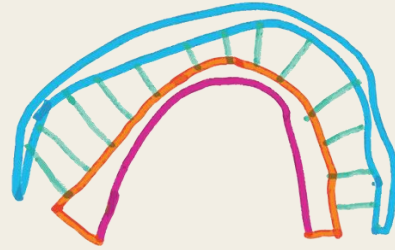


Alianzas estratégicas:



Acompañan:






Let's co-create a new way of living together

THANK YOU!

Latin American Inclusive Economy Festival– Incluir para Crecer, is a 4D Lab project.

 [festivalecoinclusiva](#)

 [Incluir para Crecer](#)

 [FestivalEcoInc](#)

 [Festival Economía Inclusiva](#)

www.economiainclusiva.net