

Thank you for your interest in applying for the Zero Project Impact Transfer program. This short application form will help the selection team choose 10 projects from the Zero Project nominations to be part of this year's Impact Transfer program. Please answer the questions as fully as you can to help us with this process.

Before you apply, please read our briefing document and make sure you can demonstrate how you meet the following criteria:

- *You have sufficient track record and evidence that your innovation works and can be replicated (inter)nationally;*
- *Replication is a strategic priority for your organization, with buy-in at a senior level of the organisation, and some resources are already available for replication;*
- *At least one senior person (with decision-making power) from your organization can commit approximately 1 day a week to the programme for webinars, assignments etc. from Oct 2020 to March 2021;*
- *You are open to learn, share and be challenged, and have a proactive attitude;*
- *You are able to participate in webinars and assignments in English.*

Please note you can save your progress and return to the survey at any time, as long as you use the same computer and browser to complete the survey. Also be aware that question numbers may appear out of order as certain questions depend on your previous answers.

If you have any queries about the program, or have any trouble accessing this survey, please contact Paula Reid at p.reid@zeroproject.org. An accessible Word version is available on request.

Name

Guilherme Braga

Email address (please note that by entering your email address, you are giving the selection team permission to contact you regarding your application)

guilherme@egalite.com.br

Name of your organisation

Egalite

Name of your project nominated for the Zero Project Awards

. What is your motivation for applying to join the Zero Project Impact Transfer program? (max 3000 characters)

We developed a great technology that is scalable to promote the employment of people with disabilities. It is our interest to expand our operations and create impact in several countries. The Zero Project Impact Transfer program would be a great opportunity to exchange knowledge, experiences and make our project global.

. What is your experience of replicating or transferring your innovation?

- We have already replicated our innovation
- We have not replicated our innovation yet, but it is a strategic priority and we have a clear idea about what to replicate, where and with which partners
- Replication is a new topic for us, but it is the right time to start working on it

. Please provide us more information on your replication strategy and experience so far (Where did you replicate this innovation? How did you replicate ? Which partners did you work with to replicate this innovation? How did you finance the replication? Results so far? Lessons learned?)

We replicated our innovation to help in the employment of people over 50 years old in the US. We had a partnership with the Global Good Fund and the Diana Davis Spencer Foundation that provided a USD 20,000 grant to make a pilot project. Basically we translated our recruitment platform and adapted for the US regulations and culture. The implementation of the technology was a success. Unfortunately, we did not have funds to continue the project. The biggest lesson learned is that many companies cannot see the value of diversity and it is hard to convince them to invest in this kind of project.

. Please explain your initial ideas on replicating your innovation (what you wish to replicate, in which geographies, which type of partners will you need, or any other relevant information). If you do not know yet, please write 'Don't know'

This question was not displayed to the respondent.

. Please describe the main questions or challenges you hope to address by participating in the Impact Transfer program.

- Understanding local regulations that can help to promote a more diverse workforce, for example quota law in Brazil to employ PwD. - Cultural aspects in the recruitment process and local regulation on data that can be required.

. Is replication a strategic priority for your organisation, supported by staff, your board and external stakeholders?

- Yes
- No
- I don't know

. Please explain how replication fits into your strategy and long-term goals, and how replication is supported by your Board and leadership team. If you are not sure, please write 'Not sure yet'

Our company exists to create social impact thru the employment of people with disabilities. The technology that we developed is scalable, therefore our leadership will support projects that will bring more social impact.

. Have you standardized your model and operations in a way that allows partners to easily replicate it (guidelines, operations manuals, trainings,...)?

- Yes
- To some extent, but we still have more work to do
- Not yet

. Are specific human or financial resources already available for replication? Please explain.

No

. Is there a clear project owner in your team who has the capacity, skillset, and decision-making power to participate fully in our program (approx. 1 day per week between October 2020 and March 2021) and support the replication of your innovation?

- Yes, we have a project owner for this program, with the necessary skills and seniority
- Not yet, but we have enough capacity and can easily assign a project owner for this program
- No, we do not have enough internal capacity for this program at the moment

. Please provide more information on the profile of the person who will serve as project owner for the Impact Transfer program (background, experience, ...). You can also add a link to the person's profile (on LinkedIn or on your website), if you wish.

The project owner is Guilherme Braga, graduated in Law from PUCRS, postgraduate in Management and Business from FGV, Master in Management and Business from UNISINOS and from Université de Poitiers with the thesis The Impact of Persons with Disabilities Inclusion in Work Teams. In addition, he was the only representative from Latin America invited to participate in the Leadership in Digital Age executive education program at MIT in 2019, being considered one of the top 25 influencers of Social Justice and Inclusion in the world. Through this work, he was a finalist for Veja's Inspiring Young People Award, one of 12 social impact leaders in the world to be selected for the Global Good Fund Fellowship Program and winner of the Ruderman Prize in Inclusion where Egalite was considered one of the top 5 inclusion initiatives in the world.

. We are interested to understand your impact model (also called Theory of Change): who are your main target groups, which key activities do you offer to these target groups, what impact (change) do you want to achieve for your target groups, and how do you measure this impact (if you do).

Please fill in the table below focusing on your main target groups, activities, expected impact and indicators.

	Insert your TARGET GROUP (one target group per box, maximum 3)	Insert your key ACTIVITY for this target group	Insert the main IMPACT (CHANGE) that your activity is supposed to achieve for this target group	Insert the main INDICATOR you use to measure your impact (if available)
1	People with Disabilities	Provide Job Opportunities	Employment	# of PwD Employed
2				
3				

. Does your current funding model allow you to take repayable investment i.e. not grants, but equity or loans that you will have to pay back?

- Yes, and we have already received a repayable investment
- Yes, and this is something we want to explore
- No

. As part of the selection process for the Impact Transfer programme, we will be putting together a short video on each shortlisted project for our selection panel. We would be grateful if you could send us:

- Any video material you currently have about the project (via YouTube, DropBox etc.) that you did not already submit as part of your Zero Project application.
- A short video (maximum 20 seconds), explaining why you wish to join the Impact Transfer programme. This video can simply be filmed on a mobile phone.

If you have weblinks to these videos, please include them below. Otherwise you can send them to p.reid@zeroproject.org.

<https://www.youtube.com/watch?v=DxegVtFHCVk&t=68s>

. If you have any other supporting documents (such as your organization structure, impact evaluations, or strategic plans) that you have not already included in your original Zero Project application, please include the web links below. Alternatively, you can email documents to p.reid@zeroproject.org, including your name and project title.

The selection panel will handle any documents you send us confidentially.

There are no further questions in the survey. Please use the 'Next' button below to submit your application.

By submitting your application you are giving the Zero Project Impact Transfer team permission to share your responses with members of our selection panel.

Location Data

Location: [\(-30.115600585938, -51.165298461914\)](#)

Source: GeolIP Estimation

