

Brazil is a continental country  
with two hundred million people  
we face giant structural problems  
with precarious education  
and when we think of people with disabilities  
this gets further exacerbated  
we have 18 million people with disabilities today  
in Brazil  
only 7,4% of them  
achieve higher education  
considering this, it is very clear that people  
will have problems entering the job market  
subsequently  
and that makes it very difficult for them to get  
decent work  
or functions that are challenging for them  
considering this scenario,  
we created Tech for All  
to be a growth and  
development program

giving opportunities

professional opportunities for people with disabilities

a decent work

with purpose

Tech for All aims to develop

people with great potential

with that,

we have a selective process aimed at the search

of people with potential for our positions

these people don't need to have the technical knowledge

but yes

be aligned with our culture

and have the

behavioral skills

to enhance their development

many doors have already been closed just because I

am disabled

I could have been

100% certain that I'd got that job

or that project

but that door was closed  
just because I am disabled  
when we have a company like NTT DATA  
who treats us  
as a normal human being  
as we are  
we know that  
there's only good things ahead  
it is a very  
good company  
where we grow along with other people  
there is no distinction  
that separation between the disabled  
and the other collaborators  
so it's really good  
it's very good for us to be seen  
the day i entered  
I had the world handed to me  
I knew it was entirely up to me  
what I've learned

and what I've been learning

since August 2024

is unmatched

every week there is something new

everyday

you have the freedom to be who you are

and with that

the freedom to create

from the moment NTT DATA brought you in

if you take this opportunity

and row hard

maybe in addition to rowing

you can be the one

steering the boat

Tech For All itself has already summarized

technology for all

here I have the space to learn

to have conversations

and exchange

with other people

who work in the area and who have greater knowledge

this has also helped me a lot

having a well-structured program

with learning tracks

with support

of other people who have been with the company longer

all this

was very helpful

this program

helps boost that potential in every person

sometimes we are in a meeting that everyone is a PwD

and then we say some things

and we are understood to another level

and we can think together and then do things

is in a way that

other people hadn't thought before

it's a super recent thing

initiatives like this are not happening anywhere else

so we don't have

references

it's really nice that we are making this a reality

this program is only possible

thanks to our supporters

mainly the leaders

that open doors to these people

be part of their teams

and the Buddies

that make the inclusion

within our corporate environment

giving them the information

support and connection

specially considering the reality of remote working

it is very difficult for you to create the connection

or to get to know the routine of your work environment

the Buddies are essential to create

this connection with people

I think that Tech for All

comes precisely to impact society

because Brazilian society still has this obstacle

in relation to hiring people with disabilities

I agree a lot with the thought that

diversity

is very important within any organization

because through diversity we are able to

think differently

we can

respect all voices

which is one of NTT DATA's values

it has impacted my life

it has impacted my team's life

it has impacted the lives of all the people

I talk with

diversity brings ways of thinking

to act differently

in addition to making the environment more respectful

it makes an environment for both personal and

social growth

we were able to adapt our system

of people integration

in different ways and

I felt that

they have arrived one way and over time

they felt more comfortable

they started to feel very positive

and they started to propose improvements

including in the team they were a part of