



Disability

EMPOWERMENT FOUNDATION

DISABILITY IS NOT INABILITY



**BREAKING BARRIERS.
EMPOWERING
ABILITIES.**

NON-PROFIT ORGANISATION

Executive Summary

The Disability Empowerment Foundation (DEF) is a forward-thinking non-profit organisation dedicated to transforming the lives of people living with disabilities across South Africa. Our Foundation champions dignity, access, empowerment, and equality through multi-sector collaboration, evidence-driven programmes, and community-centred interventions.

We operate within the pillars of Inclusive Education, Health & Wellness, Economic Empowerment, and Social Development, ensuring a holistic and sustainable impact. DEF exists to dismantle systemic barriers, challenge societal attitudes, and promote inclusive participation in every aspect of life.

With a growing national footprint and a strong network of community fieldworkers, DEF is actively reshaping the disability landscape, one empowered individual, one strengthened family, and one inclusive community at a time.

Organisation Structure

Mrs. Katlego C. Pfupa

Chief Executive Officer (CEO)

Provides strategic leadership and drives organisational vision, partnerships, and overall operational direction.

Mr. Talent Pfupa

Chairperson

Oversees governance, strengthens board leadership, and ensures alignment with DEF's mission and accountability standards.

Tshegofatso Matlou

Project Coordinator

Manages programme implementation, coordinates field activities, and ensures efficient delivery of community-based initiatives.



Organisational Overview

Founded on the principles of equity and human dignity, the Disability Empowerment Foundation serves as a strategic catalyst for inclusive development. We work with government, civil society, the private sector, and international agencies to deliver programmes that improve accessibility, uplift communities, and unlock economic opportunities for people living with disabilities.

We believe that disability inclusion is not an act of charity, it is a constitutional, social, and economic imperative.

DEF has established itself as a trusted partner in the disability empowerment ecosystem, providing leadership, advocacy, training, and interventions that drive long-term social impact.



**Inclusion isn't
charity. It's
progress.**

Our Vision

To build a society where people living with disabilities enjoy equal access, participation, and dignity across all sectors, including education, employment, healthcare, and socio-economic development.

Our Mission

- To challenge discrimination, stigma, and social attitudes that marginalize people living with disabilities.
- To promote inclusive education, equitable healthcare access, and economic opportunities.
- To equip individuals, families, and communities with the knowledge and skills to support disability inclusion.
- To drive partnerships that unlock resources, strengthen capacity, and ensure sustainable growth.
- To create platforms that amplify the voices and rights of people with disabilities.



Our Value System

DEF's work is guided by a strong ethical and operational framework built on the following values:

Equality

We advocate for fair treatment, equal opportunities, and inclusive participation.

Integrity

We uphold transparency, accountability, and ethical governance.

Empowerment

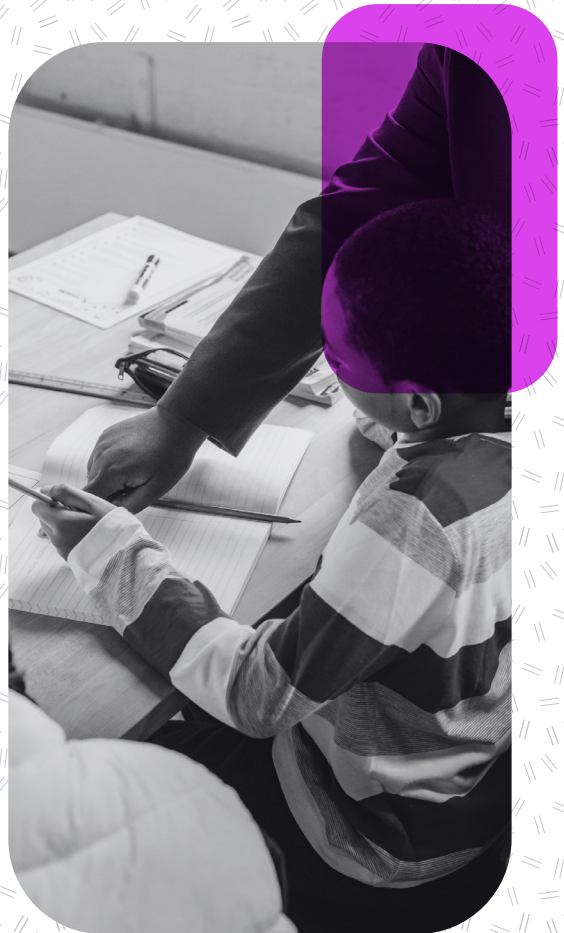
We equip individuals with the skills, confidence, and support needed to thrive.

Sustainability

We design programmes that foster long-term resilience and societal transformation.

Accountability

We take ownership of the outcomes, resources, and responsibilities entrusted to us.



**A community is only complete
when everyone can participate.**

Strategic Objectives

Strengthen Inclusive Education Systems

Providing training, advocacy, and support to ensure children and adults with disabilities participate meaningfully in education.

Improve Access to Healthcare & Rehabilitation

Advancing health awareness, promoting disability-specific care, and facilitating access to essential services.

Promote Economic Empowerment & Labour Integration

Equipping individuals with practical skills, entrepreneurship training, and employment opportunities.

Mobilize Communities & Advance Social Inclusion

Driving awareness, reducing stigma, and fostering environments where people with disabilities are supported and valued.

Build Capacity Across Institution

Supporting educators, caregivers, government departments, and organisations with tools that strengthen inclusive practices.





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**Every life. Every
ability. Every
opportunity.**

Sustainability Plan

To ensure longevity and impact, DEF is committed to:

- Diversifying funding sources
- Strengthening volunteer participation
- Expanding community ownership
- Building long-term partnerships with funders
- Implementing rigorous reporting and evaluation systems
- Developing income-generating initiatives aligned with our mission

Our sustainability strategy ensures that programmes remain active, effective, and impactful for years to come.

Key Programme Areas

DEF's programmes address core developmental needs while responding to the unique challenges faced by people living with disabilities.

Inclusive Education

Foundational Learning Support

Early Childhood Development initiatives, parent empowerment, and inclusive curriculum development to ensure learners receive accessible, quality foundations for growth.

Capacity Building for Inclusive Classrooms

Teacher and caregiver training, assistive learning support, and technology facilitation that enable learners with disabilities to participate, progress, and succeed.

Health & Wellness

Accessible Care & Rehabilitation Support

Facilitating rehabilitation services, essential health referrals, and disability-specific care pathways to address gaps in healthcare access.

Community Health Education & Prevention

Delivering wellness campaigns, preventative healthcare awareness, and community education that builds health-literate, empowered communities.

Social & Community Development

Awareness & Inclusion Advocacy

Community awareness campaigns, sensitisation workshops, and rights-based education that challenge stigma and promote inclusive mindsets.

Strengthening Support Networks

Parent and caregiver support groups, empowerment sessions, and community capacity-building initiatives that foster safe, supportive environments for people with

Economic Empowerment

Skills & Enterprise Development

Skills development programmes, entrepreneurship coaching, and small-business training designed to promote financial independence.

Employment Pathways & Workplace Integration

Job-readiness training, employer partnerships, and inclusive labour placement initiatives that create sustainable economic participation.

Collectively, these programmes form an integrated empowerment framework that strengthens individuals, supports families, and builds inclusive communities. By addressing education, health, social development, and economic participation in a unified approach, DEF ensures that people living with disabilities have the opportunities, resources, and pathways needed to achieve long-term dignity, independence, and meaningful participation.





Our Target Groups

- Children with disabilities
- Youth and women with disabilities
- Adults with disabilities in urban and rural areas
- Parents, guardians, and caregivers
- Educators, schools, and ECD centres
- Community workers and institutions
- Organisations needing disability inclusion support



Impact & Track Record

DEF's work has delivered measurable change across communities, including:

- Awareness campaigns across multiple districts and provinces.
- Successful partnerships with educational and healthcare institutions.
- Community mobilization campaigns encouraging disability inclusion.
- Establishment of a network of 64 trained field workers supporting outreach.
- Implementation of capacity-building workshops for teachers, caregivers, and leaders.
- Strong advancement towards our ambitious target to reach 10,000 beneficiaries within five years.

This track record reflects our commitment to delivering tangible, sustainable, and transformative impact.



Operational Approach

Our model integrates:

Evidence-Based Programme Design

We use data and research to guide program development.

Community-Centred Implementation

Our programmes operate where the need is greatest, at grassroots level.

Multi-Stakeholder Collaboration

We partner with government, the private sector, and civil society to scale inclusive development.

Monitoring & Evaluation

We assess outcomes to refine strategies and maintain accountability.

Sustainability Planning

We prioritise long-term continuity over short-term interventions.



Breaking Barriers. Empowering Abilities.

Stakeholder Ecosystem

Our stakeholders include:

- People living with disabilities
- Families, caregivers, and community leaders
- Government departments (Health, Social Development, Labour, Education)
- NGOs and civil society partners
- Local and international donors
- Schools, clinics, and community institutions
- Corporate organisations and private sector partners

These stakeholders form the backbone of our collaborative impact model.



Become a DEF member

Register via the website and follow the steps.

Donations

Financial donations and Partnerships

Events & Campaigns

Volunteers and donors can also attend fundraising events



Participation & Support

The Disability Empowerment Foundation (DEF) invites individuals, corporations, institutions, and philanthropic partners to join us in reshaping disability inclusion in South Africa. As a pioneering organisation at the forefront of advocacy, education, health, and socio-economic empowerment, DEF is committed to dismantling barriers that prevent people with disabilities from fully participating in society.

By partnering with us, you become part of a transformative movement to:

✓ **Break Barriers** – Challenge systemic, structural, and societal obstacles that limit access and opportunity for people with disabilities, ensuring equality is not just an ideal but a lived reality.

✓ **Empower Individuals** – Provide children, youth, and women with disabilities the tools, resources, and support they need to thrive academically, socially, and economically.

✓ **Build Inclusive Communities** – Foster environments where diversity is celebrated, accessibility is standard, and every person is recognized and valued for their contribution.

✓ **Drive Sustainable Socio-Economic Change** – Inclusion is a catalyst for growth. By integrating people with disabilities into education, employment, and community development, we create lasting social and economic impact that strengthens society as a whole.

Together, we can transform lives, advance equality, and build a South Africa where every individual, regardless of ability, can achieve independence, self-reliance, and sustainable growth. Your partnership is not just support; it is a commitment to shaping a more inclusive, equitable, and empowered future.

Join us & create real change!

Breaking Barriers. Empowering Abilities.



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