JOBS 4ALL

YOUTH AND LIFELONG LEARNING FOUNDATION

Capacity Pack for Employers

Module 4:
How to Create an Inclusive Employee Culture

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JOBS 4ALL

YOUTH AND LIFELONG LEARNING FOUNDATION

Strengthening the Employability and Key Competences of Young People with Disabilities Through the Digital Transformation and Modernization of Youth Work

The JOBS4ALL Consortium

- The consortium consists of 7 organisations from 5 European countries, each one with its own experience and field of expertise.
- Their aim is to motivate people to become active citizens of their communities and to branch out into the wider context.

DEMOKRITOS NATIONAL CENTRE FOR SCIENTIFIC RESEARCH — Greece

Emphasys CENTRE — Cyprus

MetropolisNet European network of local development partnerships in metropolitan areas — Germany

APPDA Coimbra — Portugal

Zespół Szkół Specjalnych im. Janiny Porazińskiej w Ignacowie — Poland

2ο ΕΠΑΛ ΑΓΙΑΣ ΠΑΡΑΣΚΕΥΗΣ — Greece

LC YOUTH — Cyprus

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How to Create an Inclusive Employee Culture

01 Objectives of Module 4

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Objectives of Module 4

Identify and comprehend best practices that focus on building a diverse workplace, specifically when it comes to behaviours, languages, and culture

Identify potential lacks, gaps, or mistakes in the existing culture that may hinder the inclusion of individuals with disabilities

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How to Create an Inclusive Employee Culture

02 Introduction

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Inclusive Company Culture

Introduction

What is "inclusion"?

"The fact or policy of providing equal opportunities and resources for people who might otherwise not get them, for example people who are disabled or belong to minority groups."

- Oxford

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Inclusive Company Culture

Introduction

What is the "Disability Employment Gap"?

- This is the percentage point difference in the average employment rate between non-disabled and disabled people of working age.
- The European Disability Forum reveals the persistent gap in access to quality employment for persons with disabilities.
- The report shows that only 51.3% of active, working-age persons with disabilities in the EU are in paid employment as opposed to 75,7% of people without disabilities.

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03 Employment

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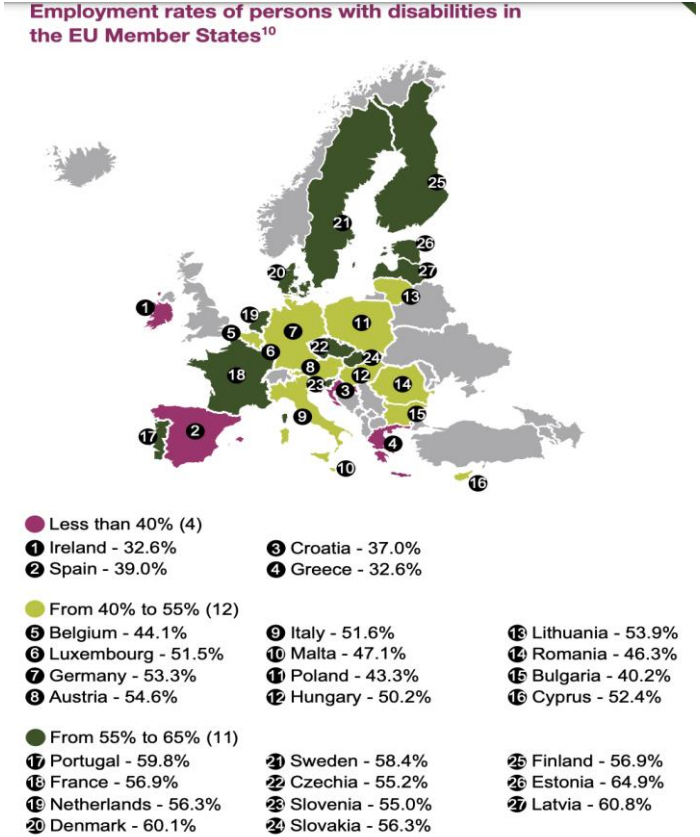
Country Specific Employment Rates



Eurostat data from 2020 shows that the average disability employment gap in the 27 EU Member States was 24.4 percentage points in comparison to the employment rate of non-disabled persons. But this varies widely across Member States.

Highest disability employment

gaps were in Ireland (38.6 pp), Belgium (36.3 pp), Bulgaria (33 pp), Croatia (32.9 pp) and Germany (32.4 pp)

Lowest employment gaps could be

found in Italy (14.9 pp), Latvia (16.7 pp), Denmark (18.1 pp) and Portugal (18.2 pp)

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04 Good Practices

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Good Practices 1

Inclusion Policies/ Agreements

Inclusion agreements are an instrument for promoting the participation of people with disabilities in working life. Companies and employee representatives can agree on specific goals and measures that are individually tailored to the company.

Leadership Commitment

Ensure visible commitment from leadership to foster a culture of inclusion. Leaders should champion diversity, equity, and inclusion initiatives.

Training and Awareness

Ongoing training programs on disability awareness and inclusion are essential. These programs educate employees about the challenges faced by individuals with disabilities.

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Good Practices 2

Accessible Communication

Ensure that all communication channels, including internal documents, emails, and digital platforms, are accessible to individuals with various abilities.

Inclusive Language

Promote the use of inclusive language that respects the dignity and individuality of people with disabilities. This includes using people-first language, focusing on the person rather than their disability, and avoiding stereotypes or stigmatizing language.

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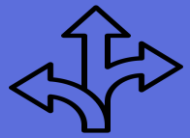
Good Practices 3

Employee Resource Groups (ERGs)	Mentorship and Sponsorship	Flexible Work Arrangements
		
Establishing ERGs dedicated to disability inclusion provides a platform for employees to connect, share experiences, and advocate for inclusivity.	Mentoring relationships can provide guidance and networking opportunities, while sponsorship involves advocating for the career advancement of individuals within the organization.	This practice recognizes that employees may have different requirements for work hours, locations, or job structures to perform at their best.

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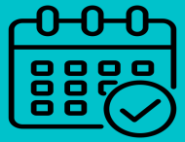
Good Practices 4

Accessible Facilities	Inclusive Events and Activities	Accommodations Process
		
This includes providing ramps, elevators, accessible restrooms, and other accommodations to ensure that the workplace is welcoming and accessible for employees with mobility challenges or other disabilities.	Consider diverse needs, such as providing sign language interpreters, accessible venues, or alternative formats for materials. Inclusive events create a sense of belonging for all employees.	Establish a clear and confidential process for requesting and implementing accommodations.

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REFLECTIONS

TAKE 20 MINUTES TO ANSWER THESE QUESTIONS.

TREASURE HUNT QUESTIONS:

- FIND AND NAME DIFFERENT WAYS THAT ALLOW ACCESS FOR PEOPLE WITH DISABILITIES.
- FIND AND NAME THE DISABILITY FEATURES ON AN ATM.
- FIND AND NAME BARRIERS FOR PEOPLE WITH DISABILITIES WHO DO NOT HAVE MOBILITY IMPAIRMENTS.
- FIND AND NAME A PLACE WHERE A DEAF PERSON CAN MAKE A PHONE CALL.
- FIND AND NAME A PLACE WHERE A WHEELCHAIR USER CAN ORDER FOOD.
- COUNT THE NUMBER OF PARKING SPACES DESIGNATED FOR DRIVERS WITH DISABILITIES AT YOUR WORKPLACE.
- NAME A PLACE NEAR YOUR WORK LOCATION WHICH IS ACCESSIBLE.
- FIND AND NAME A LOCATION THAT HAS A WHEELCHAIR-ACCESSIBLE BATHROOM.
- FIND AND NAME TACTILE SURFACES FOR PEOPLE WHO ARE BLIND.

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05 Recommendations

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Consultancy Firms and Nonprofit Organizations 1

Diversity & Ability:

- Diversity and Ability is an award-winning social enterprise led by and for disabled people, paving the way for a future where everyone is welcomed and included.
- Focus: Diversity & Ability offers consultancy services and training programs on disability inclusion and accessibility.

https://diversityandability.com/

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Consultancy Firms and Nonprofit Organizations 2

PurpleSpace:

- PurpleSpace is the world's only networking and professional development hub for disabled employees, network and resource group leaders and allies from all sectors and trades.
- Focus: PurpleSpace is a professional development hub for disabled employees and network leaders. It provides resources and networking opportunities.

https://www.purplespace.org/

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Consultancy Firms and Nonprofit Organizations 3

Research Organizations and Think Tanks

European Network for Corporate Social Responsibility (CSR Europe):

- Focus: CSR Europe addresses various aspects of Corporate Social Responsibility, including diversity and inclusion.
- Bonus: Multicultural Diversity & Inclusion Assessment Tool

https://www.csreurope.org/

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Consultancy Firms and Nonprofit Organizations 4

Research Organizations and Think Tanks

European Disability Forum (EDF):

- EDF is an independent NGO that brings together representative organizations of persons with disabilities from across Europe.
- They are run by persons with disabilities and their families.
- Focus: EDF is an umbrella organization advocating for the rights of people with disabilities. It provides resources and guidance for inclusive workplaces.

https://www.edf-feph.org/

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06 Sources

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For more information please visit the project website at:

https://jobs4all-project.eu/

Employment should be accessible and available to all.

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