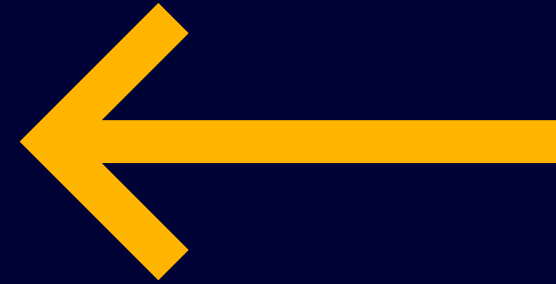


Building the Case for Change



recruitable

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The Business Benefits of Diversity and Inclusion



Organisation who reflected higher-than-average diversity in their workforce have demonstrated **19%** higher innovation.¹



Inclusive teams are **10 times** more likely to be highly effective than non-inclusive teams.²



Enhanced creativity and innovation owing to different perspectives and approaches.³



Higher levels of employee engagement, commitment and job satisfaction.⁴



The Business Benefits of Diversity and Inclusion



Enhanced health and wellbeing when there is a sense of feeling valued and respected.⁵



Enhanced reputation as an employer and brand, leading to long-term **customer loyalty**.⁶



Unique insights into niche markets and providing for customers from diverse backgrounds.⁷



Better retention rates and decreased employee turnover; employees in inclusive teams are more likely to be loyal and pursue opportunities for career advancement.⁷



Why Hire Candidates With Disability?

Increasing workplace diversity and inclusion isn't just the right thing to do. **It makes good business sense.**

Research suggests that disability inclusion leads to **improved organisational performance, effectiveness, innovation, profitability and revenue generation.**⁸

Video:

Diversity Makes Good Business Sense (JobAccess)



www.jobaccess.gov.au/node/77726

“Companies that have improved their inclusion of persons with disabilities over time were four times more likely than others to have total shareholder returns that outperform those of their peer group”⁹

What the Research Tells Us



4.1

Employees with disability stay with a company on average **4.1 years** compared to **3.2 years** for employees without disability¹⁰



90%

of employees with disability record **productivity rates equal or greater than other workers**¹¹



86%

have average or **superior attendance records**¹²



89%

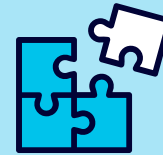
of organisations who employ people with disability identify **positive benefits**¹³

What the Research Tells Us



61%

improvement in **workplace morale**¹⁴



49%

increase in the ability to **fill skill gaps**¹⁴



42%

increase in **productivity**¹⁴



34%

customer loyalty¹⁴



Retention of employees
who acquire a disability
during their employment¹⁴



Why Meaningful Employment Matters to a Person With Disability?

“I believe employment for a person with disability means so much more than employment means for everyone else. A job for us is not just about money, **it is a sign of independence and a way to let the world know that we are not a burden on society but an asset.**”



“A career, not just a job gives you a sense of purpose.”

“Meaningful employment to me is the **epitome of inclusion.** It gives me a **sense of purpose and allows me to participate in the community like everyone.**”



Why Meaningful Employment Matters to a Person With Disability?

“I want to be **independent, own my own home and live life to the fullest** however, this simply isn’t possible without a job. When employed, we are **more grateful to have a job than most**, so we end up going above and beyond to ensure we stay employed.”

For people with disability **the right to work on an equal basis with others is a human right** protected by the United Nations Convention on the Rights of Persons with Disability (CRPD).



Busting the Disability Myths

Myth:

People with disability need expensive equipment, adjustments or support.

Bust:

Very few people with disability will need equipment or adjustments, and if they do, simple and inexpensive adjustments and devices are the most common. 88% of working aged people with disability advised they did not need any adjustments from employers.¹⁵

In the case that adjustments are required cost can often be covered by [JobAccess](#).

Myth:

People with disability are less productive.

Bust:

People with disability are equally as productive as their colleagues and have a strong awareness of their capability and how to perform required tasks. People with disability are less likely to apply for roles they do not think they can perform.¹⁶





Busting the Disability Myths

Myth:

People with disability take more sick leave.

Bust:

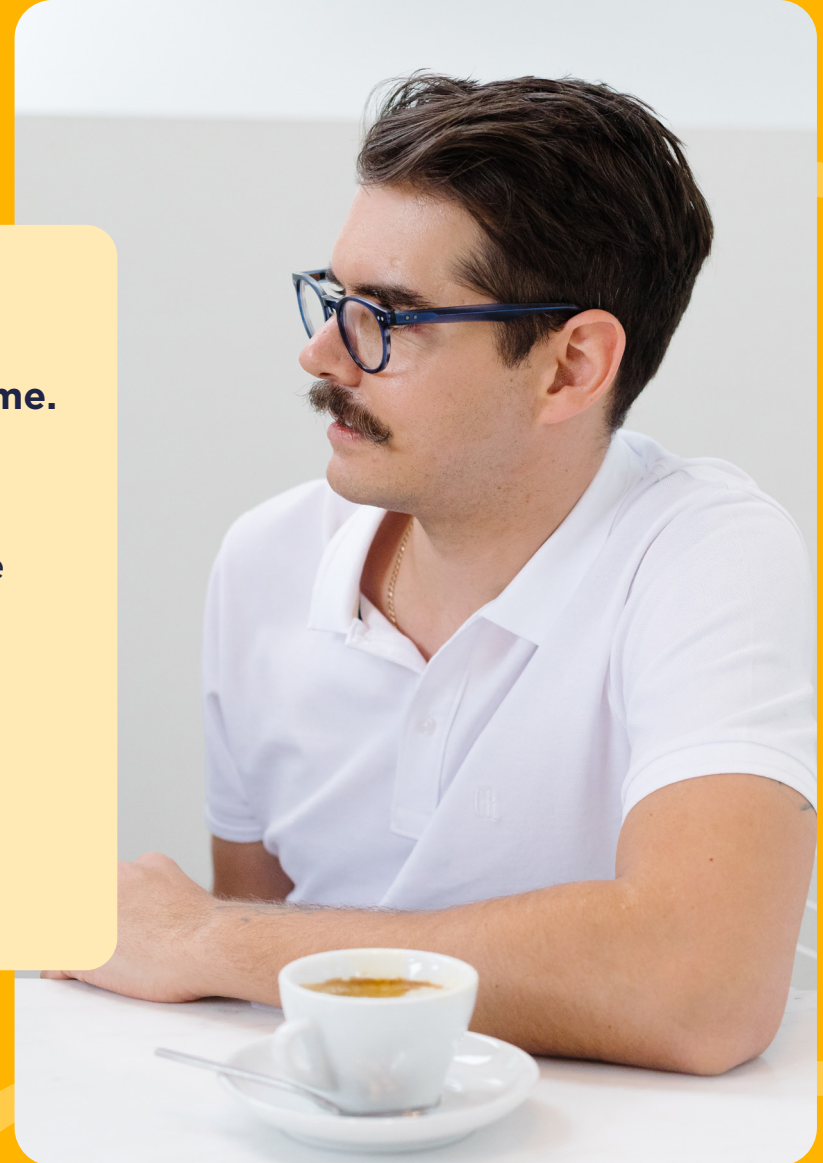
People with disability take fewer days off, take less sick leave and have a higher retention rate than other workers. The costs to business of absenteeism and sick leave for employees with disability can be as low as 34 per cent of the cost incurred by their colleagues.¹⁷

Myth:

All disabilities are the same.

Bust:

No two disabilities are the same, and no two people experience their disability in the same way. People with disability reflect the same diversity as in the rest of society and should be seen as individuals.





Busting the Disability Myths

Myth:

People with disability won't fit in.

Bust:

People with disability make up 18%¹⁸ of the Australian population and 90%¹⁹ of disability is non-visible, therefore there is a high chance you already have co-workers with disability, or who have a relative or friend with disability. Acceptance comes with experience of working with someone with disability, and research shows hiring people with disability boosts staff morale.

Myth:

People with disability are brave and inspirational for doing everyday activities.

Bust:

Seeing someone with disability as inspirational or brave for doing every day activities is making an assumption they are not expected to be capable of performing everyday activities. People with disability can be inspiration and brave, the same as everyone else, but not because they are paying a bill or eating toast.



Busting the Disability Myths

✗ Myth:

People with disability can only do unskilled work or aren't pursuing a career.

✓ Bust:

People with disability hold a range of tertiary and trade qualifications, bring a diversity of skills and experience and a strong awareness of their own capability.

The ABS (2019) reported of working-age people with disability who were employed there were:

23% professionals

23% technicians and/or in a trade

15% in administration

12% ran their own business





Getting Started

1

Garner leadership commitment

Getting a critical mass of leaders in the organisation engaged and committed is vital to the success of disability inclusion.

2

Connection to the organisational strategy, overall vision and values

Understand and articulate how disability inclusion aligns with and enables the achievement of organisations overall vision and strategy goals. Likewise, understanding how it links with the organisation's values.

3

Understand the culture and people experience

Use existing data, surveys and tools to gain a deeper understanding of the culture of inclusion and experience of people who identify with disability within the organisation.



Getting Started

4

Review systems and processes

Assess systems and processes for bias and accessibility.

5

Build a strategy

Using data and insights develop a thoughtful strategy and plan towards disability inclusion that aligns with the organisational and diversity and inclusion strategies.

6

Build inclusion confidence and capability

Embed disability confidence training into Learning and Development (L&D) programs and provide access to disability learning resources and opportunities across all levels of the organisation.

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Be a part of the **bigger picture**
and learn how to be more inclusive
of people with disability with the
Recruitable resources.

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