

Disability inclusion in the CME sector

from cultures of compromise to a stance of possibility

1 in 5

Australians living with a disability. That's over 4 million people.

of those

2.1 million

are working age

but only

53%

are employed

About the research

Per Capita's sector snapshot contained a lot of positive results. Most employees in the CME sector already believe their workplace is inclusive of people with disabilities, and overwhelmingly they agree on the importance of disability inclusion. Employees with disabilities in the sector want managers with the knowledge and understanding to support them. Managers want this too: 66% wanted information and advice on how to employ a person with a disability; 59% wanted training and support to understanding the associated legal requirements, and 49% wanted information from similar CME businesses with experience employing people with disabilities.

Employees with disabilities reported needing enhanced working conditions like flexible hours, or the option to work from home. They also expressed a desire for one-on-one support, and a more inclusive organisational culture comprising stronger organisational leadership and stronger organisational policies.

89%

of employees in the sector said employing people with a disability is important

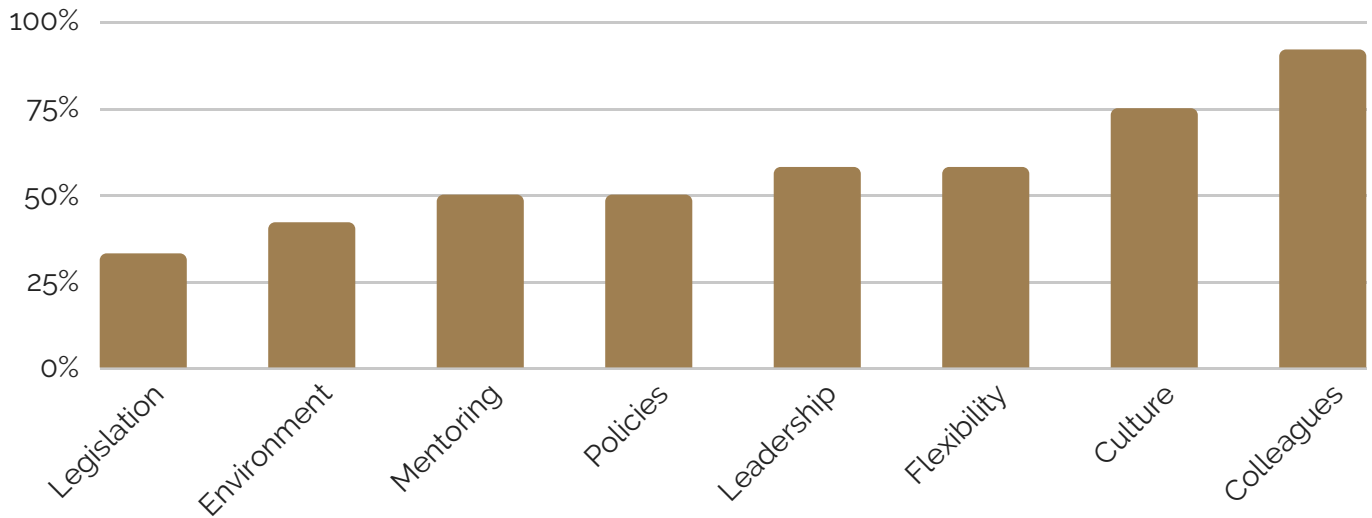
80%

believed their workplace was inclusive of people with disabilities

90%

of employees with disabilities had experienced positive attitudes from colleagues

What makes an inclusive workplace?



Often we focus on laws, regulations, and 'accessibility', but these were less important to employees with disabilities in our sector

They saw inclusive workplaces as more to do with an inclusive organisational culture, flexible working conditions, and supportive/ understanding colleagues

Next steps for the sector

Survey



CME leadership roundtable



Disability inclusion workshop



Report of sector research



CME accessibility & inclusion toolkit



50%

of employees with disabilities described their manager as unsupportive

10%

of managers believed people with disabilities could not be successful in leadership roles

46%

of employees with disabilities said their biggest barrier was lack of understanding from managers/colleagues

ARE YOU INTERESTED? Contact info@percapita.org.au to learn more about the project.