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

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

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.