



Companies, aim for the inclusion of people with disabilities in your teams!

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.

Policies & Leadership

HR & Management

Internal Culture



Physical & Digital Accessibility

Tailored Partnerships

Assessing company accessibility using a participatory audit

Michelin's experience in India



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Issue at stake

Accessibility is not just about installing ramps, or handles in washrooms, although these are important. It is essential to conduct an assessment that identifies all the needs relating to the various disabilities.



Good practice

Solutions implemented

Michelin Chennai conducted a thorough accessibility audit of all its buildings. This was conducted with people with different disabilities and local partners, and involved:



Implementation steps

1

Interviewing employees with disabilities to understand the difficulties they face on a daily basis from the facility-accessibility perspective. If there are no employees with disabilities, building a partnership with expert disability organisations.

2

Considering the whole route – access to premises, inside the premises, transportation, access to assembly points, etc. (cf. [Accessibility 101 Factsheet](#)).

3

Creating an accessibility assessment group which includes representative members of different departments, people with disabilities and experts to ensure a diversity of disabilities in the group. Creating a participative evaluation tool based on accessibility standards.

4

Organising the accessibility assessment day during working hours and going through each area of the company, identifying main barriers on the way.

5

Presenting recommendations to company management and developing a feasible action plan. After validation, calling in an external accessibility specialist, if needed.

Necessary means & success factors



A budget to develop accessibility features as needed;



Involving staff throughout the assessment;



Ensuring team safety on the day of the audit.

Outcomes



A participatory accessibility assessment tool has been created;



The assessment was an awareness-raising tool for participants and witnesses: it showed that safety and disability are not incompatible;



An action plan was developed to create a barrier-free work environment with the company's safety norms.

To go further

From 2022, HI can advise you on your inclusion journey through its "Inclusive Employer" technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: ita@hi.org



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