



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

Sharing for a change of perspective on disability

Michelin's experience in India



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Issue at stake

Interaction with people with disabilities in companies is not common. This lack of contact can lead to prejudice and rejection.



Good practice

Solutions implemented

Michelin Chennai has found various solutions to create a link between employees with disabilities and other Michelin staff members.



Examples of activities implemented

1

The company invited engaging role models with disabilities to speak in order to raise awareness.

These individuals overcame disability to achieve their dreams. It was an opportunity for the staff members to interact directly with people with disabilities and to sweep away their doubts about their performance and abilities.

2

An inclusive marathon was organised by the employees themselves.

The event aimed to give external visibility to Michelin's disability-inclusion commitment and to create awareness among its employees and local communities. By organising an activity that required effort, the company wanted to highlight the abilities of people with disabilities.

Necessary means & success factors



Involvement of the management team so that activities could take place during working hours;



Necessary arrangements and accessible transportation for people with disabilities who were invited to the site.

Outcomes



The activities allowed employees and guests with disabilities to spend time together so that staff members understood the strengths and abilities of people with disabilities;



Concerns, such as the safety of people with disabilities being too close to industrial machinery in the factory, were swept away as employees without disabilities understood that people with disabilities could work like everyone else.

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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