



The Benefits of Inclusive Workplaces

Accessible and inclusive workplaces reflect an organization's culture and inclusive policies.

Inclusive workplaces generate more benefits than simply including people with disabilities.

Companies that are committed to creating inclusive workplaces:



- Have stronger brands
- Enhance their public images by being seen as good corporate citizens
- Extend their reach by accessing a larger talent pool
- Become more resilient and adaptive
- Are better at attracting and retaining talent
- Foster innovation and build business capacity
- Expand their customer bases

Ensuring accessibility and inclusiveness creates a better workplace for all employees.

Employers that apply inclusive design principles and take steps to develop more inclusive workplaces will:



- Make employment more accessible
- Leverage the benefits of diversity
- Create healthier workplace cultures for all employees
- Boost the value of their human capital
- Provide opportunities for all employees to learn about inclusiveness and accessibility

Extracted from the website of the National Educational Association of Disabled Students (NEADS). www.NEADS.ca



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**Inclusive workplaces provide accessibility to all.
Inclusive workplaces generate mutual acceptance from all employees.
Absence of accessibility and acceptance creates exclusion.**

The limitations that people with identified disabilities experience in their daily lives come from many barriers ranging from attitudes to public spaces: inclusion and diversity will improve both.

Workplaces that are structurally designed for inclusion may change attitudes and create a larger sense of belonging, reducing stigma. Workplaces designed for inclusion accommodate the widest array of people possible and benefit all citizens and employees.

However, because most public spaces are designed by 'able' people with little experience or no consideration about differences, the spaces become inaccessible to many individuals. It is these spaces that are defective as they prevent many skilled and otherwise abled individuals to equitable access to these public spaces and workplaces. In the day-to-day activities of people with disabilities, it is the spaces that are defective, not the individuals.

[EXAMPLE] Diversity and Inclusive Workplace Policy: **Workplace Adaptations**

Our Company recognizes the diversity of its workforce and it is committed to treating its employees equitably while ensuring that all employees can use their skills effectively and efficiently.

Our Company will do its best to provide all employees with the equipment, devices or workplace adaptations they need so they may contribute to our Company's performance, production and service delivery.



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