

## **8.1 The Benefits of Inclusive Workplaces**



Accessible and inclusive workplaces reflect an organization's culture and value for diversity. Inclusive workplaces provide accessibility and creates mutual acceptance for all employees. Inclusion is a foundational element of a healthy workplace culture, as well as an engagement factor for all employees regardless of diversity. Absence of accessibility and acceptance creates exclusion – which can be a liability for any business.

**The limitations that people with 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 better sense of belonging, which reduces stigma. Workplaces designed for inclusion accommodate the widest range of people possible and benefits all employees.

However, since most public spaces are designed by people without disabilities and who are unfamiliar with or attach little importance to individual differences, these spaces become inaccessible to large numbers of people. These spaces are flawed, as they prevent people with disabilities from having equitable access to public spaces and workplaces. For people with disabilities, in most cases it is the spaces that are flawed, not the individuals.

**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 image 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 inclusivity creates a better workplace for all employees. Employers that apply inclusive design 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 inclusion and accessibility

**Sources:**

<sup>1</sup> In collaboration with Calgary Alternative Employment Services (CAES) – Alberta

<sup>2</sup> Extracted from the website of the National Educational Association of Disabled Student (NEADS). [www.NEADS.ca](http://www.NEADS.ca)

**Disclaimer:**

*Hire for Talent has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.*