



Investing in human potential

Amplify the impact of your corporate social responsibility strategy



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The **disability-confident employers' toolkit** is a portfolio of practical guides, checklists, case studies and resources designed and produced by the Inclusive Futures consortium.

We've developed this guide for leaders, HR executives and property managers to become confident to take the next step towards fostering inclusive workspaces and practices.

As an open-source toolkit, you can tailor it to fit your industry, workplace and country. Please follow guidance below.

If you have any feedback, please get in touch. To share your thoughts on using or adapting the toolkit, or to explore collaboration opportunities, please contact Simon Brown (sbrown@sightsavers.org). Together we can build more inclusive societies for all.

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Nothing contained in this pack shall be considered as rendering of legal advice. It is recommended that the user of this pack ensures that they have informed themselves with any and all updates of standards, law or regulation as may be applicable in their country.

Introduction

This guidance is part of the **disability-confident employers' toolkit**: a unique portfolio of practical guides, checklists, case studies and resources that make it easier for any business to be disability confident.

These resources are grounded in the reality of business and best corporate practice, and in the principles that underpin the Convention on the Rights of Persons with Disabilities - a UN convention which promotes the full inclusion and fundamental human rights of persons with disabilities through legislative reform and societal and attitudinal change, in 181 countries.

With this portfolio of business-relevant resources, we aim:

- To make it easier to employ people with disabilities fairly, on the basis of individual capability, talent and potential.
- To help engineer more effective, efficient and equitable labour markets, which – because employers are positioned as valued service users and potential allies – enable significantly more people with disabilities to gain meaningful employment at all levels.
- To enable business improvement which benefits both the business and people with disabilities.
- To create opportunities for businesses to become leaders in the transition to accessible and inclusive workplaces.
- To facilitate innovative solutions and focused collaboration between business leaders and leaders with disabilities.

The **disability confident employers' toolkit** is produced by Inclusion Works, a consortium of leading international organisations of people with disabilities (OPDs) and non-governmental organisations (NGOs), led by Sightsavers who are working in partnership with business leaders in Bangladesh, Kenya, Nigeria and Uganda. Inclusion Works forms part of the **Inclusive Futures** initiative.

We are grateful to our funder UK aid for supporting this pioneering work. We would also like to thank the International Labour Organisation's Global Business Disability Network and the national business disability networks in Bangladesh and Kenya for their invaluable contribution. In addition, we extend our thanks to Jose Viera, Ruth Warick, and Kimber Bialik, members of the International Disability Alliance Inclusive Livelihoods Task Team, for their overview of the documents with a disability lens, and to staff members of Sightsavers for their very practical assistance.

For further information about this open-source employers' toolkit, contact your national business disability networks or email Sightsavers at inclusionworks@sightsavers.org

Contents

Business leadership can make a substantial difference	6
Get the facts	7
Leverage your influence across local labour markets	8
Encourage the education, learning and skills sector	8
Ask three basic questions when asked to support and/or partner with mainstream organisations that help people to prepare for and/or find employment	9
Ensure university career fairs do not inadvertently exclude talented students and graduates with disabilities	10
Fund scholarships for students with disabilities	10
Business-Education Compacts	10
Job fairs	11
On-the-job training	11
Structured work experience	12
Partner with job coaches	12
Customised training	12
Work experience or internship consortia	13
Work shadowing and/or mentoring programmes	13
Targeted First Shot Recruitment Projects	13
Leverage your wider influence	14
Enable businesses owned by persons with disabilities to join your supply chain and encourage your suppliers to source from businesses and microbusinesses owned by persons with disabilities	15
Offer 'business orientation' experiences for the people helping persons with disabilities to gain educational and technical qualifications, and/or to find employment and livelihoods	15
Build the capacity of organisations of people with disabilities (OPDs) (previously known as disabled people's organisation (DPOs))	16
Become allies of persons with disabilities	16
The economic and human rights global imperative	17

Business leaders can play a crucial role in enabling the economic contribution of hundreds of millions of persons with disabilities – by leveraging their influence to broaden the reach, and amplify the impact, of their corporate social investment strategies.

Needless disability-related barriers compound and exacerbate the inequality and disadvantage experienced by every target population that corporate responsibility investments seek to benefit.

People with disabilities and their families are significantly more likely to be poor – yet they remain excluded from most mainstream public and private sector community investments, be they focused on poverty reduction, job creation, learning and skills development, microfinance and micro-enterprises, apprenticeships, internships, education-business partnerships or digital innovation.

The time has come to break down the barriers that prevent far too many people from contributing on an equal basis to their local economies and to their communities. Business is perfectly placed to leverage its expertise, innovation and influence to mutual benefit – **simply by focusing on where the needs of business and the aspirations of persons with disabilities coincide.**

Eighty percent of the world's more than 1.3 billion persons with disabilities live in low-income countries.

1 in 5 women will have a disability and/or long-term health condition.

Business leadership can make a substantial difference

Leverage your influence as an intelligent, agile, and responsible business committed to creating the fair, efficient and equitable labour markets which in turn drive economic growth and business success.

- Generate better ‘return on investment’ from your donor, philanthropic, talent acquisition and community investment strategies, as you encourage mainstream community programmes, public-private sector partnerships and your suppliers to enable dignified and equitable access for all.
- Leverage your influence in the knowledge that your promotion of disability inclusive mainstream community programmes will help to maximise the impact of every community investment, including those aligned explicitly to the UN Sustainable Development Goals. The SDGs aim to end poverty and hunger and ensure that all human beings, including those with disabilities, can fulfil their potential in dignity and equality and in a healthy environment.
- Benefit your business directly by making it easier to access talented people with disabilities through your mainstream as well as disability specialist talent pipelines – while enhancing brand reputation as a responsible company playing its part as an enlightened corporate citizen.
- Collaborate cost effectively with other companies, ideally as members of a Business Disability Network, to learn from the best in business while co-producing and joint funding best practice guides, tool kits and joint initiatives tailored for your local business community.
- Become an ally of the disability movement – support leaders with disabilities as they encourage the systemic reforms which will enable the economic and social inclusion of millions of your colleagues, potential colleagues, customers, and fellow citizens.

“We start with high expectations of both students and employers; we provide job seekers with the qualifications employers require; and we connect directly with employers from day one, who then offer internships and job opportunities. Between 80 and 90% of students with disabilities who gain Cisco Accreditation in our Bridge Academies, pioneered in the USA, are employed soon after graduation. We are now piloting an academy in Nairobi, enabling people with disabilities to become cybersecurity professionals, with a view to quickly scaling up across the region. Thanks to Cisco, Accenture, Sightsavers and GIZ for their generous support.”

Pat Ramzak, Three Talents

Get the facts

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others (Convention on the Rights of Persons with Disabilities).

- There are more than 1.3 billion persons with disabilities worldwide and the number is growing as populations age and with advances in medical science.
- 1 in 5 women will have a disability.
- Most disabilities are not immediately visible.
- 1 in 3 people aged 50-64 will have a disability.
- 80% of people with disabilities live in low- and middle-income countries.¹
- 1 in 4 adults will experience a mental health condition during their working lives (MIND UK)².
- 90% of children with disabilities in low-income countries do not attend school.³
- Persons with disabilities are 50% less likely to be economically active. Economically active people with disabilities are at least twice as likely to be unemployed as their non-disabled counterparts, often considerably more⁴.
- Women bear most of the responsibility for the care of children and adults with disabilities, triggering significant economic and social disadvantage for them and their families. A recent survey found 24% of households in Zambia include an adult who has a disability.⁵
- Enabling persons with disabilities into employment also enhances the life chances and well-being of their families and their wider communities.

¹ Points 1-5 are statistics by the World Health Organisation (WHO)

<https://www.who.int/health-topics/disability>

² Mind UK <https://www.mind.org.uk/>

³ Light for the World <https://www.light-for-the-world.org/back-school>

⁴ UK Briefing Paper Number 7540, August 2020

<https://researchbriefings.files.parliament.uk/documents/CBP-7540/CBP-7540.pdf>

⁵ Leonard Cheshire <https://www.leonardcheshire.org/>

Leverage your influence across local labour markets

Business is uniquely placed to facilitate better outcomes for all and any mainstream programmes designed to enable people to learn, prepare for, and find employment – simply by encouraging these potential partners, including your current talent pipelines, to demonstrate that people with disabilities are successfully participating on the basis of individual capability, potential and equal opportunities.

These talent pipelines could be vocational training providers; schools and universities; specialist ICT training academies; work experience and internship initiatives; public-private sector job creation partnerships, on-the-job training and/or formal apprenticeship programmes, and private sector recruitment agencies.

Encourage the education, learning and skills sector

- To prepare learners with the skills and qualifications local employers require
- To proactively include people with disabilities as valued students, learners and trainees, on the basis of equal opportunities and in recognition of their human right to inclusive education
- To work in close partnership with business as a valued stakeholder
- To facilitate better employment outcomes by enabling business to help learners with disabilities to move into decent jobs by providing crucially important ‘bridge experiences’ via work experience, internships, mentoring and/or on-the-job training opportunities.

Consider making your funding or other involvement conditional on programmes demonstrating best practice as an equal opportunity, disability inclusive, learning and skills provider. For example, when asked to fund or otherwise support programmes training women for technology jobs, ask for details regarding how they attract and serve women and girls with disabilities, and convey the clear message that you expect best practice.

Ask three basic questions when asked to support and/or partner with mainstream organisations that help people to prepare for and/or find employment

Question one

“Who in the disability community works with you to ensure that persons with disabilities benefit from your programme on an equal basis?”

Question two

“How many persons with disabilities, with what types of disabilities, including women and girls, benefited from your programme in the past 12 months?” (Encourage these organisations to track this essential data routinely. They may find the **UN-endorsed Washington Group’s very basic short set of questions helpful in this regard**⁶.

Question three

How do your outcomes for trainees/students/participants with disabilities compare with those achieved for their counterparts who do not have disabilities? (e.g., How many of your trainees with disabilities found jobs in the past 12 months?)

“Ensuring youth with disabilities also benefit from programmes tackling disadvantaged youth makes a lot more sense than in effect ‘double funding’ segregated provision. Why would any business want to invest in partnerships that needlessly exclude so many talented individuals?”

Susan Scott-Parker, Business Disability International

Standard Chartered Uganda, in partnership with Challenges Uganda, is working with Sightsavers to ensure that significant numbers of vulnerable youth with disabilities, particularly those with visual impairments, also benefit from the bank’s ambitious ‘Youth to Work’ programme. ‘Youth to Work’ places graduates in small growing businesses as junior associates for three months to work with aspiring entrepreneurs, acquire a Level five Certificate from the Chartered Management Institute and help drive the business performance of an SME.

⁶ <https://www.washingtongroup-disability.com/question-sets/wg-short-set-on-functioning-wg-ss/>

Making it happen – always look for the ‘win-win’

Ensure university career fairs do not inadvertently exclude talented students and graduates with disabilities

Actively encourage universities to ensure that career fairs are not only accessible to a broad range of students and graduates with disabilities, but also widely communicate that participating employers are keen to network with them as potential candidates.

“We are briefing the recruitment teams that go out to university campuses. We want them to be sensitised and actively looking for opportunities to increase the diversity of our workforce. Our pre-placement presentations now talk about disability so that students with disabilities know we are seeking them out. I would say we are making slow but steady progress.”

Amar Shankar Partner EY India

It is highly cost effective for a group of companies to joint fund the process which identifies and removes the obstacles that now prevent recruiters from engaging with talented individuals with disabilities at these mainstream events.

Fund scholarships for students with disabilities

Link these scholarships with the expectation that recipients will work in your organisation as interns and/or be employed by you for an agreed period of time after they graduate.

The African Disability Scholarship at African Leadership University 2020 (fully funded) ALU Rwanda and ALC Mauritius is a long-term commitment to support exceptional young students with disabilities pursuing higher learning. Scholarships are to be awarded on the strength of applicants’ entrepreneurial drive, demonstrated impact and financial need.

Business-Education Compacts

Employers agree with a school or training facility to provide guaranteed training/internships and/or jobs to students, including those with disabilities, who achieve agreed standards of performance while in school or university. Compact employers can advise on curriculum; share information with the education provider about skills shortages; provide classroom equipment; offer work experience to students; and act as mentors to leaders in the education sector.

Accenture has digitalised its tried and tested employability and entrepreneurship training programme, 'Skill-to-Success Learning Exchange', as part of its commitment to enhancing the life chances of three million young people worldwide. The Learning Exchange includes 130 self-study and classroom modules designed to improve the employment prospects of young people as, for example, they review their skills, prepare their CVs, prepare for assessments, acquire interview-related skills and develop their self-confidence.

Accenture has also enabled Sightsavers to pilot these mainstream resources with young people with disabilities, many of whom have reported much increased confidence to look and apply for employment, citing the guidance as practical and helpful. Accenture is happy to be approached to provide 'no cost access' to this rich resource to any organisation helping young people with disabilities to prepare for and find employment. Accenture asks only that these materials be used by at least 100 young people every year. For further information contact your local Accenture office.

Job fairs

Coordinate high profile job fairs which enable employers to meet, and potentially recruit, job seekers with disabilities in a positive and accessible environment. Fairs can focus on jobs in a particular industry; feature jobs from different industry sectors; focus on one group of candidates, such as graduates or people with IT skills; or limit the focus to one particular company that has a significant number of vacancies to fill.

It is essential that these opportunities for recruiters to meet job seekers with disabilities informally are creatively publicised to the widest possible number of suitable potential candidates. The wider the range of vacancies on offer, the wider the range of candidates that participating employers are likely to meet.

In 2018 in Sri Lanka the ILO, working with seven large companies, four smaller employers and the national government, hosted a job fair which attracted 275 skilled job seekers with disabilities to network and explore job opportunities. During the half day session, 81 individuals with disabilities received confirmation of job offers and 20 more persons were selected for further interviews.

On-the-job training

An employer agrees to provide specific training to a job seeker, or group of job seekers, with a disability, often on the understanding that the individual/s will get a job when they have acquired the required competencies. Mainstream apprenticeship programmes should also proactively target persons with disabilities as potential apprentices and ensure equal opportunities at every stage of the application and training process.

Disability confident organisations understand that we treat people differently in order to treat them fairly. Equal opportunity learning and skill providers make reasonable adjustments at every stage of the process – be it attracting students to register, application forms, assessments, or interviews – and adapt in-person and online teaching and examination techniques to be as fair, effective and accessible as possible.

Structured work experience

Employers offer work on employer premises for anything from a few days to a few months, often but not necessarily unpaid, as part of a short-term education programme and usually with no job guarantee. It is essential that work experience is carefully structured; provides genuine learning opportunities with definite time limits; provides the tools and flexibility that participating individuals require in order to do their best – and is seen to enhance the employability of the individuals and the disability confidence of participating managers and team members.

Partner with job coaches

A job coach provides a valuable link between an employer and applicants and employees with intellectual disabilities. The job coach can offer assistance to both the employer and the individual with the interview process, with induction or onboarding, and with enabling the individual and their colleagues to get to know one another. The job coach can also problem solve, and support managers as well as their team members should any difficult situations emerge over time.

Customised training

An employer agrees that particular jobs will be held open until candidates with disabilities have been trained specifically for those jobs. This could include a combination of on-the-job and offsite training: the cost of training can be covered by government, community agencies and/or the employer.

Sometimes the training is skill- or job-specific: 'How to serve customers in this bank' or 'How to drive this heavy goods vehicle'. Or the training can focus on helping candidates for specific jobs to prepare for interviews and assessments, to include much of the content usually covered when onboarding. This pre-job offer training then saves the employer the managerial time normally dedicated to new joiners.

Future Makers by Standard Chartered is our global initiative to tackle inequality and promote greater economic inclusion in our markets. We are inviting disadvantaged young people, especially girls and people with visual impairments, across our markets, to take part in community programmes to learn new skills and improve their chances of getting a job or starting their own business. Future Makers is targeting 100,000 youth and aims to support 20,000 at least into jobs, from 2019-2023.

Work experience or internship consortia

A group of companies agree to offer a sequence of usually paid work experience or internship places to trainees/students who might, for example, spend six weeks in one company and move directly to eight weeks in another. These internships should be tailored to suit individual needs and aspirations and be designed carefully to maximise their impact on the employability of the trainees/students and on the disability confidence of the participating companies.

At the UK Global Disability Summit in 2018, Cisco committed to train and accredit 10,000 persons with disabilities through its global Networking Academy programme, which operates in more than 180 countries. Within 12 months it had gone well beyond its target.

Work shadowing and/or mentoring programmes

Employers offer students/trainees/graduates/job seekers the chance to shadow a colleague in the business to learn, by close observation, more about a particular job or business function e.g. marketing, finance, sales. A mentoring dimension can easily be added where a manager also volunteers to advise the individual on their job finding and/or career development strategies.

Human resource professionals, under the auspices of the Chartered Institute of Personnel Management Nigeria, are pioneering a unique mentoring service for graduates with disabilities. This innovative project, launched October 2019, has seen 18 HR professionals providing practical support for 31 job seekers with disabilities, of whom 13 have already found employment.

These HR mentors help their mentees to navigate the recruitment process, including writing CVs and handling interviews, and tap into their professional networks for connections and opportunities. Mentors report the learning goes both ways as they begin to understand the multiple barriers confronting talented individuals seeking only to be recruited on the basis of their capability and potential.

For more information, contact inclusivefutures@sightsavers.org.

Targeted First Shot Recruitment Projects

The essence of First Shot Recruitment is that vacancies are first opened to a talent pool of candidates who have a disability. These applicants are then assessed and appointed based on their capability and potential to do the job. In the event the vacancy cannot be filled from this First Shot Talent Pool, the employer will return to their standard recruitment process.

For a step-by-step guide to managing First Shot Projects, see “Designing a First Shot Targeted Recruitment Project – A step-by-step project management guide” in the disability-confident employers’ toolkit produced by Inclusive Futures.

HSBC mentors job seekers with disabilities in partnership with Youth4Jobs, a leading training and employment service in India.

Leverage your wider influence

Build the capacity of business disability networks to deliver added value by creating a new conversation between business and persons with disabilities, while helping to engineer a more efficient and equitable labour market – to the benefit of both business and persons with disabilities. See the ILO Global Business Disability Network (GBDN) website for details about its community of national business disability networks. GBDN members include Adecco, Atos, Accenture, Carrefour, IBM, Le Grand, L'Oréal, Michelin, Nestle, Novartis, Orange, Repsol, Savola, Sodexo, Standard Chartered Bank, Total and Zain.

Consider the benefits of joining the world's only such global business forum – the ILO's Global Business and Disability Network – to learn from the best in international business: www.businessanddisability.org.



Become a Valuable 500⁷ signatory if your company has not already done so and celebrate your commitment to making disability a board priority. Invite stakeholders from the disability movement to join you and the wider business community, particularly those in any local Business Disability Network, to mark the anniversary of your signing up, and to report on progress regarding your Valuable 500 Board level commitments. Invite other business leaders to join this global movement that combines the call for equality for all with the benefits of business improvement.

Safaricom has signed up to Valuable 500, positioning disability as a board priority, particularly as it relates to economic empowerment and the elimination of stigma and discrimination. Its Valuable 500 commitment includes: continuous sensitisation of all employees on unconscious bias; training staff in basic sign language, with more than 500 trained to date; ensuring the physical environment is accessible, and providing customised business tools, assistive devices and technologies.

Safaricom has taken a leadership role, following the Global Disability Summit Forum, in bringing different organisations together from the public and private sector, the disability movement and academia with the objective of championing the disability agenda in a collaborative, sustainable and coordinated way.

⁷ <https://www.thevaluable500.com/>

Enable businesses owned by persons with disabilities to join your supply chain and encourage your suppliers to source from businesses and microbusinesses owned by persons with disabilities

Host a widely publicised ‘open house’ for entrepreneurs with disabilities running their own businesses and microenterprises. Invite feedback on their challenges as they endeavour to get into your supply chains and explore potential for joint problem solving and partnership. Consider asking a number of like-minded companies in your Business Disability Network and/or your personal network to participate and join you in sustaining this initiative over time.

East Africa Breweries is piloting, with Sightsavers, a programme which has already brought 39 people with disabilities into its contracted commercial supply chain as farmers. It plans to expand the initiative to enable at least 100 people with disabilities to become farmers and then suppliers to the brewery in the coming months. East Africa Breweries is offering advice and financing as it would provide to any start-up businesses aiming to enter its supply chain.

The Global Impact Sourcing Coalition Standard (see resource folder) defines minimum requirements and voluntary best practices for providers of business products and services to demonstrate their commitment to inclusive employment. Impact Sourcing is defined as a business practice where a company prioritises suppliers that intentionally employ people who otherwise have limited prospects for formal employment. Members include Bloomberg, Facebook, Google, SAP, Tech Mahindra, TECHNOBRAIN.

Offer ‘business orientation’ experiences for the people helping persons with disabilities to gain educational and technical qualifications, and/or to find employment and livelihoods

Invite these partners and potential partners to spend time on site getting to know your business, your culture, your team, your commitment to becoming a disability confident employer, and the skills and qualifications you will be looking for from candidates. Build the personal relationships and shared understanding that enables these organisations to meet the needs of both your business and job seekers with disabilities.

Such ‘business orientation’ or ‘business awareness’ initiatives deliver even greater impact when undertaken jointly by a number of companies, ideally as members of a Business Disability Network, as the education, learning and skills sector, and the disability movement, come to understand the diversity of business cultures, and the differing needs and expectations to be found in your local business community. Remember that you will make it easier for persons with disabilities to find employment when you help their service providers

and advocates to understand and meet your needs as a valued stakeholder, as well as those of the job seeker.

Build the capacity of organisations of people with disabilities (OPDs) (previously known as disabled people's organisation (DPOs))

Fund directly, or partner with organisations like the **Disability Rights Fund**⁸, to support representative organisations where persons with disabilities constitute a majority of overall staff, board and volunteers, at all levels. The primary aim of OPDs is empowerment; advancing the human rights of people with disabilities; and the growth of self-advocacy.

Services which make it easier for employers to recruit persons with disabilities will in turn make it easier for these job seekers to find meaningful jobs and careers. Everyone wins when you clarify what you require, as an employer, from those helping persons with disabilities to prepare for and obtain employment.

Business can contribute directly to the disability movement, for example, via structured mentoring and leadership development programmes, by funding core and/or project costs, or by resourcing technology, office space, transport. Innovative opportunities to partner will open up as you ask these organisations how you might work together to create a more inclusive society for all.

To connect with your national or representative organisation of persons with disabilities, contact your national Business Disability Network if there is one, or in-country disability NGOs, or your national government Council or Committee for Persons with Disabilities, or the Inclusive Futures team.

Become allies of persons with disabilities

EY's Purple Champions is an allies programme for EY employees who are supportive advocates for colleagues who have disabilities. Hundreds of EY Purple Allies worldwide help to create safe and inclusive environments and support their colleagues through their words and behaviour. They recognise that people with disabilities will perform better if they can be themselves at work.

EY saw the number of people identifying as having a disability on its Global People Survey double between 2015 and 2017, which it regards as a powerful indication that the culture is changing.

⁸ <https://disabilityrightsfund.org/about/>

The economic and human rights global imperative

Worldwide, persons with disabilities are denied equal access to virtually every critical indicator of equality and inclusion, including decent jobs, healthcare, education, transport, justice, emergency services, technology, information, the political process, humanitarian relief, disaster management and social protection systems.

The crucial need to address the economic and societal impact of this universally experienced dimension to inequality is now increasingly acknowledged, as witnessed by the fact that 181 governments have ratified the UN Convention on the Rights of Persons with Disabilities (CRPD).

The CRPD discards the assumption that those who experience disability are somehow 'naturally' excluded as per antiquated medical definitions: instead, it requires societies to address disability as a human rights priority and to remove the barriers which prevent more than one billion people worldwide from living their lives with dignity and choice.

In 2015 all UN member states agreed Agenda 2030, which sets out the 17 Sustainable Development Goals that member governments have committed to achieve. It is described as the blueprint to achieve a better and more sustainable future for all – including persons with disabilities. In fact, the SDGs require throughout that no one be left behind – with explicit reference to the necessity to meaningfully include persons with disabilities in the delivery of:

- Goals 4 Quality education
- Goal 8 Decent work and economic growth
- Goal 10 Reduced inequalities
- Goal 11 Sustainable cities and communities
- Goal 17 Partnerships for the goals

Provide platforms and occasions for persons with disabilities and their organisations to communicate their messages and promote awareness of their rights.

For example, host a multi-stakeholder celebration of the International Day of Persons with Disabilities, December 3, and be seen to be part of the emerging PurpleLightUp movement.

Use such celebratory events to promote awareness of the UN Convention on the Rights of Persons with Disabilities, and to energise and facilitate new conversations between business leaders and persons with disabilities as colleagues, potential colleagues, customers, expert advisors, suppliers, community leaders, shareholders and fellow citizens.



Choose to fund and/or partner with initiatives that approach disability as a priority to do with human rights and investment in human potential, rather than those which reinforce stigmatising stereotypes. Consider giving preference as a funder or sponsor to organisations led by persons with disabilities as self-advocates and change agents, and to initiatives which enable their economic and political empowerment.

Standard Chartered's Future Makers programme funds Light for the World to deliver 'EmployAble is our Business' in Kenya. This project aims to have 300 young people with disabilities (50% of whom are female) work-ready with employability and entrepreneurial skills. 100 of these young people will also receive 12-week internships or apprenticeships with local companies.

Support and encourage government efforts to protect and fulfil the rights of persons with disabilities, in compliance with both the spirit and the letter of the UN Convention on the Rights of Persons with Disabilities.

In partnership with organisations of people with disabilities, encourage the implementation of robust and enforceable equality legislation. Stress that such legislation, if it is to have the desired outcomes, must be credible in the eyes of both persons with disabilities and business and be communicated widely across society at large.

While discrimination law is not sufficient unto itself, it plays an essential role in clarifying what any society expects, as a minimum, from its citizens and institutions, to include what society requires of the employer community. And it provides the baseline from which to define and deliver the corporate best practice which transforms legal obligation to business and societal benefit.

Business benefits when disability and other equality-related legislation is credible to all key stakeholders: it can only be credible when it has been crafted with the active and positive contribution of those key stakeholders, including persons with disabilities and leaders from business.

Sixty major UK employers, members of the then Employers Forum on Disability, (now BDF), forged an alliance with the disability rights movement and lobbied publicly for the introduction of Europe's first robust disability anti-discrimination legislation, the Disability Discrimination Act (1995). Leading companies argued that the existing 1944 legislation, outdated and unenforced, and therefore discredited in the eyes of persons with disabilities, be replaced with a modern and enforced legal framework. They stated that this legislation must be credible to both persons with disabilities and to employers. Business leaders, alongside the disability movement, then contributed directly to the drafting and design of this more rigorous legislation. (The DDA (1995) was replaced by the Equality Act 2010).

Fundamentals of Disability Confidence

Leadership

Communicating the rationale for Becoming Disability Confident

Liberating the potential of technology

Enabling citizenship, respect, and economic inclusion

Becoming an exemplary employer

Creating a truly accessible built environment worldwide

Encouraging key suppliers to become Disability Confident

Building universal design and accessibility into new product development

Moving beyond the expectations of customers with disabilities

Learning directly from people with disabilities

October 2020

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The Institute of Development Studies | International Disability Alliance
Leonard Cheshire | Light for the World | Sense International | Sightsavers
Social Development Direct | Standard Chartered | Sustainable Hospitality Alliance

<https://www.businessdisabilityinternational.org/>

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