

The Supporting and Accommodating Disabilities in the Workplace

Using colleague experiences to create an inclusive culture

SCOPE

= Equality for disabled people

Session objectives

- The importance of building an inclusive culture.
- Engaging your people in understanding where you are starting from.
- Listening, learning, and reflecting on colleagues' experiences.
- Building a sense of belonging for all colleagues and volunteers.
- Demonstrating courageous leadership, understanding, and valuing everyone's experiences.

The importance of building an inclusive culture.

An inclusive culture is **one that accepts, values and views as strengths the difference we all bring to the table. ...**

An inclusive workplace is **one where everyone feels welcome and valued for their contributions.**

Why is an inclusive culture so important

- It's doing the right thing ... morally, ethically
- Diversity of thinking, experience and approach
- Labour market -employer brand

Engaging your people in understanding where you are starting from?

Are you inclusive?

- What does it feel like to work in your organisation?
- How do you know? What do you hear/feel/see?

How do you engage?

- What's in it for me?
- Why should I share my personal lived experience?

Start the conversation

Listening, learning, and reflecting on colleagues' experiences.

- Making it a business priority
- Time and resource are needed to listen well
- Two-way communication and chances to share
- Opportunities and platforms to share, making it a continuing dialogue, not a one-off experience.
- Leaders need to build trust – for colleagues to share lived and personal experience and believe it will make a difference. Talking truth to power

Building a sense of belonging for all colleagues and volunteers

- Relentlessly living our values
- Leaders' visibility – the values they have, the allyship they demonstrate, the vulnerability they expose
- Making connections – for colleagues to belong
- Induction – share our failing....
- Colleague visibility – our recruitment approach
- Recognising contributions consistently

Demonstrating courageous leadership, understanding, and valuing everyone's experiences.

- All the time, every time. The little things matter
- Be curious and learn, be open.
- Leaders don't know it all. Acknowledge and improve when things go wrong
- Call out / recognise the benefits of everyone's experiences.

Thank you