



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

Defining an Inclusion Plan at a Workshop



Michelin's experience in India



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Issue at stake

Companies may find it difficult to implement an effective action plan that integrates all the company's stakeholders.



Good practice

Solutions implemented

Michelin Chennai organised a workshop to define an inclusion action plan based on the company's priorities and on an HI tool called the "inclusiveness improvement plan".



Implementation steps

1

Identifying representatives of key positions in the company: HR, trainers, workshop managers, communication managers, occupational physicians, general services managers, accessibility specialists, representative employees of various departments in different positions, and external partners.

2

Setting up a collaborative workshop with an external partner with the aim of reviewing the results of the initial inclusiveness assessment and defining the action plan for the coming years.

3

Starting with feedback from the external partner on the assessment results and on raising disability awareness in the company.

4

Creating groups by dimension of inclusion and prioritising their proposed actions according to budget and time.

5

Making sure that the timeline is appropriate, with short-, medium- and long-term priorities, and that the action plan implements the five dimensions of inclusion.

Necessary means & success factors



The commitment of the company's management and direct involvement;



The Human Resources team manages this activity as part of the HR programme rather than as a specific project;



The workshop is facilitated by an external partner;



Each department uses its own budget to further disability inclusion.

Outcomes



The action plan is realistic, as it takes the constraints of each department into account;



Each department has integrated the activities into its own action plan.

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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