



BradshawLeRoux

DISABILITY INCLUSION SPECIALISTS



Success Factors:
*Creating a
Disability Inclusive
Culture shift*

Transformative cultures don't just include the diversity of disability ... they recognize and embrace its value



- **Discover why disability inclusion is good for business**
- **Tap in to the 1 billion Consumers, Tax payers & Employees with a disability who have value to add to business innovation and success**
- **Promote dignity and equality which benefits all**
- **Recognise the profile of future talent**

Think beyond Compliance



World Health Organisation survey in 51 countries reveals a 52.8% employment rate of males with a disability and 19.6% for women with a disability.

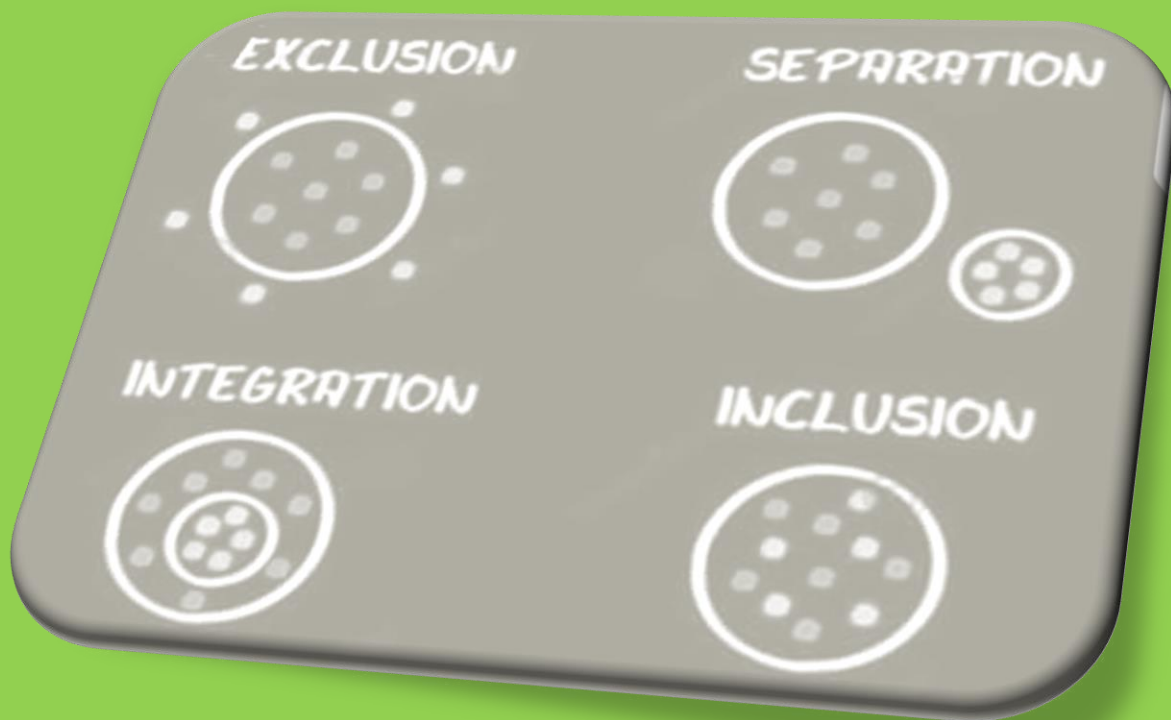
Stats reflect double discrimination faced by women with a disability, but also reflect how far behind SA is in terms of its representation of persons with a disability in the workplace, regardless of gender.

18th Commission for Employment Equity Report reflects SA employers' dismal inclusion stats as follows:

- Top and Senior Mgt, Professional Occupational Levels : 1.3%**
- Semi-skilled and Unskilled Occupational Levels : 0.9%**

This reflects a notable drop in PWD employment since 2015

SA's Disability Inclusion Performance



Journey of Inclusion

**Lead by Example:
Commitment from
the Top = Resources
& Flexibility**

**Entrench Inclusion
Principals
throughout all
functional areas**

**Move away from
compliance
shortcuts towards
sustainable inclusion**

**Promote awareness
consistently &
continuously to
promote change**



**'Speak' the value
and equalise
opportunities for
success**

**Reflect Disability in
your brand and
service delivery
solutions**

Success Factors in Creating an Inclusive Culture



Creating the right climate on the ground



Diversity is being invited to the party ... Inclusion is being asked to dance!



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WHAT IS..



**ONLINE
DISABILITY
INCLUSION
NETWORK**



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