



Four Pillars of Inclusion Framework for the EmployableQ Toolkit

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The Four Pillars of Inclusion summarise the four themes that structure the EmployableQ Toolkit. The indicators attached to each Pillar can be used to benchmark your organisation's progress, and self-audit in terms of diversity and inclusion outcomes measurement. Items in the self-audit list form the basis of a lot of the important work your organisation can do to increase employment opportunities for LGBTI+ people with a disability for a fairer, more supportive, diverse workplace.

PILLAR 1: OUR ORGANISATION HAS A CULTURE OF INCLUSION WHICH IS EVIDENT IN OUR POLICIES, PROCEDURES, STRATEGIC PLANNING, AND SERVICE PROVISION

- Our organisation has a diversity statement which includes employing people with disability.
- Our organisation reviews internal recruitment and retention policies to include access and inclusion for people with a disability.
- Our organisation's strategic plan includes disability access and inclusion.
- The way our organisation communicates online and in-person prioritises accessibility for staff.



Using some of the templates and the structures from our toolkits, we can use those to really evolve how these businesses can go about hiring and employing people who do have disabilities and knowing what it is that they had to do, to try or to actually change the culture.



PILLAR 2: OUR ORGANISATION IS A PLACE WHERE PEOPLE WITH DISABILITY FEEL SAFE TO BE THEMSELVES AT WORK

- Our staff complete annual training around disability inclusion. Disability training is delivered in person by people with lived experience of disability.
- Information about the lived experience of people who are LGBTI+ and have disability is included in staff and volunteer induction.
- Disability inclusion is a standing agenda item at management meetings.
- Our workplace environment is one where the employer initiates conversations around disability access and inclusion on a regular basis.
- We have an organisational-wide Disability Inclusion Action Plan (DIAP) that has been co-designed with employees and people who engage in the organisation's services.
- Our DIAP includes clear actions and timelines and is reviewed every six months. We also publish our DIAPs online for increased transparency.



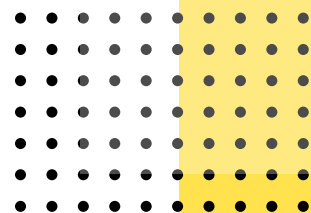
I hope people have information and brochures but that's not really the right attitude to have. What you need is to be able to identify the psychological attitude of disability within LGBTI communities

PILLAR 3: OUR ORGANISATION HAS AN INCLUSIVE JOB APPLICATION PROCESS WHICH PRIORITISES ACCESSIBILITY

- We are an organisation that has inclusive recruitment strategies.
- We offer a job application process which is accessible and supports people with disability to be able to demonstrate their knowledge, skills and expertise.
- We offer a pathway for people to be able to provide feedback around their experience of the job application process so we can continue to learn and adapt.
- We recognise that employees who have lived experience of disability add value to the work we do as an organisation.



Especially as a queer and disabled person...I don't want to be seen as a liability. I want those identities to be seen as strengths, and for employers to invest in me. But even in the shorter term, I still provide valuable lived — experience that most people don't have.



PILLAR 4: OUR ORGANISATION SUPPORTS THE ACCESS AND ADJUSTMENT NEEDS OF STAFF

- An individual's access and adjustment requirements are prioritised, supported, and respected.
- Flexible working arrangements are the default position of our organisation.
- Access and adjustments are offered to everyone in the workplace, not only people who disclose they have a disability.
- We are aware of our legal responsibilities with regards to providing access and adjustments to employees.
- All social activities, planning days and team-building initiatives are accessible.



When I've previously asked that all staff attend disability training that's not necessarily been approved by management. I have also asked for ergonomic assessments and these have not been prioritised, even though these are things we do for all of our LGBTI volunteers.



The Four Pillars Survey will assist you to identify a starting point

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