



ACCESS AND INCLUSION INDEX

- Measure
- Understand
- Improve



AUSTRALIAN
NETWORK
ON DISABILITY

“We wanted to know where we stood in terms of access and inclusion. The Index was a useful way of identifying where our gaps were, so we can improve our performance in the future. It really guides your focus and gives you leverage to drive change.”

Bronwyn Scott, Disability Employment Leader, at HealthShare New South Wales.

ACCESS AND INCLUSION INDEX

The Access and Inclusion Index gives organisations insights into their strengths and maturity on their journey to be accessible and inclusive to people with disability. The easy-to-use, whole of organisation tool, provides a roadmap for year on year progress.

The Index supports businesses to assess their performance against **10 key areas:**

- Commitment,
- Premises,
- Workplace Adjustments,
- Communication and Marketing,
- Products and Services,
- Information Communication Technology (ICT),
- Recruitment and Selection,
- Career Development,
- Suppliers and Partners,
- and Innovation.

HOW IT WORKS

There are three tools available.

Quick 10 question self-assessment. Available to all organisations at no cost, answer 10 questions to get a snapshot of your current performance against key access and inclusion criteria. It also provides valuable information on how to progress.

Comprehensive self-assessment. Included in AND membership. You can comprehensively self-assess your organisation's maturity on the journey towards disability confidence, get a score out of 100 and share with your colleagues across the organisation to develop your plan for progress.

Evaluation and benchmarking report. AND will review your comprehensive self-assessment and provide a summary or comprehensive report. (Comprehensive reports recommended for first time participants). The evaluation and benchmark report will tell you how your organisation is performing relative to others and help you to direct your effort to maximise your impact.

HOW IT'S SCORED

Developed and validated with the Centre for Workplace Leadership, the Access and Inclusion Index weights both key areas and questions based on relative importance to produce a score out of 100. All participants are assessed using the same weighting system.

BENEFITS

- It's easy to use and it's confidential.
- It builds awareness and understanding of access and inclusion across your organisation.
- You can measure your organisation's performance in relation to other (de-identified) participating organisations.
- It can be shared across business areas to encourage stakeholder engagement and ensure the most appropriate employee responds to each key area.
- The maturity model scale helps you to assess how your organisation is performing, and what you can do to increase your disability confidence.
- Assists with formal year on year performance measurement for your organisation.

WHAT OUR MEMBERS SAY

“We wanted to look at our entire service offer for people with disability and determine where our gaps are so we could work on rectifying them.”

Ed Holicky, Assistant Director, Workplace Diversity, Australian Taxation Office.

“It's measurable. There are real figures and real data to work from. I think it will be a powerful tool to help us move forward.”

Fiona Davies, National Manager Diversity and Inclusion, Life Without Barriers.

DEVELOPMENT PARTNERS

The Access and Inclusion Index was created by AND with support of development partners NSW Family and Community Services (FaCS), National Disability Insurance Agency (NDIA), IBM, Westpac Group and Department of Defence.