Employee's Journey

Anywhere

Start of Journey

Planning for Inclusion

Laying the groundwork for inclusion by integrating perspectives of people with disability into organisational planning.

Expressed needs

"I need to know that creating an inclusive workplace is a priority and that my voice matters in shaping a work environment where I can thrive."

"My perspective as a person with a disability needs to be sought out and respected."

"Good intentions aren't enough – I need to see a clear plan for fostering inclusion."

"Accountability is key! I want to know the company tracks progress toward a more accessible and supportive workspace."

Phase 2

Recruitment & Onboarding

Attracting and hiring a diverse workforce, including people with disability, in a fair and inclusive way.

Expressed needs

"Focus on my skills and experience, not assumptions about what I can't do because of my disability. That's what truly matters."

"Give me a fair shot! Job descriptions should emphasise what I can do."

"Inclusive hiring shouldn't be seen as an obligation. It's an opportunity to build a stronger, diverse workforce."

"Feeling comfortable disclosing my disability and discussing potential accommodations is key during the interview process. "

"A structured onboarding process will let me understand the accessibility resources and support available to me."

Phase 4

Offboarding

Create a positive exit experience that shows appreciation for inclusion and career development.

Expressed needs

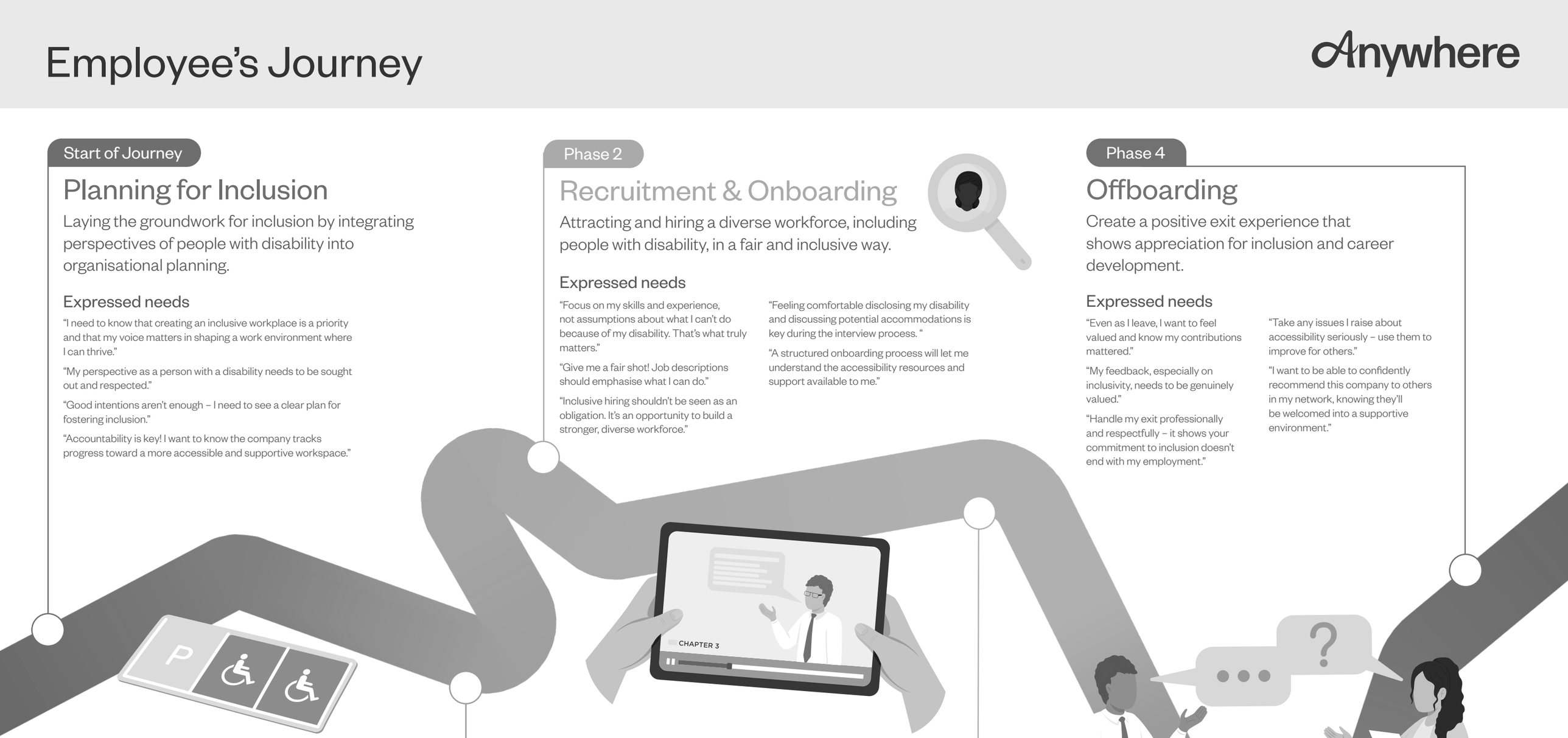
"Even as I leave, I want to feel valued and know my contributions mattered."

"My feedback, especially on inclusivity, needs to be genuinely valued."

"Handle my exit professionally and respectfully – it shows your commitment to inclusion doesn't end with my employment."

"Take any issues I raise about accessibility seriously – use them to improve for others."

"I want to be able to confidently recommend this company to others in my network, knowing they'll be welcomed into a supportive environment."



Phase 1

Prior to Employment

Creating a welcoming and accessible environment even before potential employees apply.

Expressed needs

"An accessible physical environment allows me to navigate the workplace with ease and ensures I'm equipped with the resources to do my best work."

"Accessible parking or public transport shows a commitment to inclusivity, removing a barrier and letting me start my workday without a fuss"

"Assistive technology empowers me to participate fully in meetings and collaborative spaces."

"Disability awareness training helps create a workplace where I feel comfortable and respected by colleagues."

Phase 3

Supporting Employment

Create an environment where employees with disabilities can thrive through adaptability and support.

Expressed needs

"I need an accessible physical workspace that supports me to do my work"

"My unique skills should be recognised and support given to reach my full potential."

"Openly discussing my needs and having reasonable adjustments made will help me succeed in my role."

"Flexibility benefits everyone! Accommodating my needs also contributes to overall team productivity."

"Feeling valued and respected as a team member regardless of my disability is what an inclusive environment looks like."

"An investment in employees with disabilities equals an investment in the company's



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