



Your DE&I Business and Lifestyle Brief

November 2024

Disability History Month: We're Not Your Inspiration

Disability History Month, starting on 16th November, encourages open discussions to foster understanding, empathy, and acceptance. These conversations help address physical and attitudinal barriers – at individual, organisational and systemic levels – that prevent people with disabilities from fully participating in life.

Disabilities can be visible or invisible, with varied causes and experiences. Some people are born with disabilities or impairments, while others result from injury, illness or old-age to name a few. There is no singular experience of living with a disability.

In their 2023 [The Disability Inclusion Imperative Report](#), Accenture reveal their framework to support you in fostering and facilitating disability inclusion in your workplaces:

- Broaden Access
- Raise Awareness
- Foster Advocacy
- Integrate Actions
- Ensure Accountability

Equality Leaders will also be bringing together leading disability advocates for our virtual event entitled [Disability Visibility: Tackling Underrepresentation in Leadership](#) being hosted on 19th November. In the last quarter of 2023 in the UK alone, the disability employment gap was 27.9%. This is even higher when it comes to the marked lack of disability visibility in leadership roles. Redressing the absence of meaningful disability representation in senior roles across our organisations is vital if we are to embrace true inclusivity.

Insights



The Disability Inclusion Imperative

Companies that lead in disability inclusion drive more revenue, net income and profit. Accenture dug deeper to look at the reasons why, and what all



A Call for Inclusive Reporting

This white paper by Valuable 500 strongly recommends that companies acknowledge disability inclusion as a material topic and engage



Disability Inclusion & Accessibility

Report author, Toby Mildon, provides an overview of how an organisation can accelerate the attraction, recruitment and retention of disabled

companies can do next to become disability inclusion leaders. This report is a call to action for companies, shareholders, product developers, business analysts, stewardship professionals and investors. Disability inclusion matters enormously. Read [here](#).

with more transparent and harmonised reporting. Disability inclusion is strikingly absent from standardised key performance indicators, metrics or targets through which organisations measure their impact, performance, and the value they bring to society. Read [here](#).

people to become an employer of choice in their industry. To achieve this aim, the content is focused on improvements that can be made across different stages of the employee lifecycle. Read [here](#).

Disability Inclusion Spotlight



“When society fails to be inclusive, they deny disabled people to fundamental rights to live their lives to the fullest. Whether at work or in the community we need to change as a society to make it a better place for generations to come”.

- Ruben Carol, Disability Access and Inclusion Specialist, Equality Leaders



Upcoming Events



**Disability Visibility:
Tackling
Underrepresentation
in Leadership |
19 November 2024**



**Building Culturally
Intelligent Teams |
04 December 2024**

Learn how Cultural Intelligence CQ® elevates your inclusive leadership practice, giving you the tools to adapt to diversity, in our complimentary webinar. Gain insight into cultural values and how they impact the ways in which you bridge differences to build



**Silk Roads Exhibition
| 26 September 2024 -
23 February 2025**

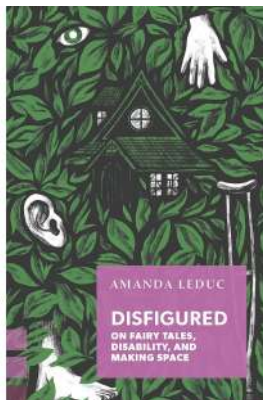
Camel caravans crossing desert dunes, merchants trading silks and spices at bazaars – these are the images that come to mind when we think of the Silk Roads. But the reality goes far beyond this. This major exhibition at the British Museum unravels how the journeys of people, objects and ideas that formed the

Our panel of disabled leaders share their unique career paths into leadership and showcase how they are challenging exclusionary norms to unlock opportunities for those to follow. With a 27% disability employment gap in the UK, redressing these gaps are crucial. Register [here](#).

high-performing teams. Register [here](#).

Silk Roads shaped cultures and histories. Book [here](#).

EL Recommends



Read

Disfigured: On Fairy Tales, Disability, and Making Space

Fairy tales shape how we see the world. If every disabled character is mocked and mistreated, how does the Beast ever imagine a happily-ever-after? Amanda Leduc looks at fairy tales from the Brothers Grimm to Disney, showing us how they influence our expectations and behaviour and linking the quest for disability rights to new kinds of stories that celebrate difference. Buy [here](#).



Visit

Disability Representation in Children's Literature

Meet the team behind this new UK project at the London Book Fair on Tuesday 12 March. The project aims to develop a framework that can be used to assess how disabled people are represented in books for 3-11 year olds. Meet the authors, illustrators, and publishers involved in the project. [Take part](#).



Watch

I'm Not Your Inspiration

Stella Young is a comedian and journalist who happens to go about her day in a wheelchair - a fact that doesn't, she'd like to make clear, automatically turn her into a noble inspiration to all humanity. In this very funny talk, Young breaks down society's habit of turning disabled people into "inspiration porn." Watch [here](#).



Listen
Down to the Struts

A podcast about disability and design, where host Qudsiya Naqui uncovers the building blocks for a more inclusive world. Naqui is a lawyer and activist, identifies as a blind South Asian woman, and is dedicated to making spaces and systems more inclusive of disabled people through public education, storytelling, and amplifying the voices of disabled people. Listen [here](#).

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