



## Companies, aim for the inclusion of people with disabilities in your teams!

Policies & Leadership

HR & Management



Internal Culture

Physical & Digital Accessibility

Tailored Partnerships

Do you want to recruit more people with disabilities and better integrate them into your teams? Humanity & Inclusion (HI) offers you a series of “good practices for inclusive employers” based on the successful experiences of companies around the world. They are classified according to the five dimensions of an inclusive company, listed opposite.

## Putting employees in the shoes of people with disabilities for a day

### Michelin's experience in India



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### Issue at stake

Companies find it difficult to make their team understand the physical barriers encountered by people with disabilities. Theoretical activities sometimes do not have the impact expected.



# Good practice

## Solutions implemented

In collaboration with HI, Michelin Chennai organised a “disability awareness” day. The aim of this inclusion-awareness event was to develop new understanding and attitudes towards disability. Employees were able to experience the challenges and barriers faced by people with disabilities.



### Implementation steps

1

Identifying a team that included people with various impairments who could organise the event. Encouraging employee participation through internal communication.

2

Setting up video screens, stands and banners with images of various types of disability.

3

Preparing a special zone where employees could experiment with the various types of assistive devices used by people with disabilities.

4

Setting up three activities running in parallel throughout the day, each around five minutes (for example: “read my lips”, “guiding a person with a visual impairment”, “barriers for wheelchair users”).

## Necessary means & success factors



Whole day availability of the site Director and other senior management-team members to lead the organisation and to show managers’ commitment;



Safety arrangements if participants experience a challenging situation;



A common area accessible for all.

## Outcomes



Around 600 employees took part in the activities;



Most of the people commented that this was the first time they had had the chance to learn about disability and the various barriers people with disabilities encounter;



Michelin staff recognised the unconscious biases and developed understanding about the diversity of disability.

## To go further

From 2022, HI can advise you on your inclusion journey through its “Inclusive Employer” technical assistance. Contact us now to find out more!

Website: <https://hi.org/ita> | Email: [ita@hi.org](mailto:ita@hi.org)



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