



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

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.

Policies & Leadership

HR & Management

Internal Culture

Physical & Digital Accessibility



Tailored Partnerships

Partnering local organisations for disability inclusion

Michelin's experience in India



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Issue at stake

Even if a company is committed to developing more inclusive employment processes, it can be very difficult for them to know how to change their practices as they lack the expertise and knowledge about inclusion and the needs of people with disabilities.



Good practice

Solutions implemented

Michelin Chennai has successfully built broad partnerships with different disability organisations (disabled people’s organisations, institutional actors and professional disability organisations) to find appropriate and diverse expertise. This involves:



Implementation steps

1

Conducting a disability inclusion assessment and developing an inclusion action plan (cf. [factsheet on inclusion action plans](#)).

2

Assessing the company’s needs with external experts to implement the plan’s activities, based on the inclusion action plan.

3

Mapping and contacting various local organisations and experienced individuals to assess each organisation’s expertise and capacities regarding inclusive employment.

4

Defining a partnership strategy with each external organisation and experienced individuals selected, who must represent diverse disabilities and sectors of expertise.

5

Setting up regular partnership meetings to facilitate the coherence of links and actions between all partners.

Necessary means & success factors



Identifying disability organisations as service providers for disability inclusion;



Being part of a network connecting with external organisations with specific expertise in disability inclusion.

Outcomes



With the support of its partners, Michelin participated in a national job fair where the company identified 60 people with disabilities. The Human Resources team experienced interviewing people with various disabilities for the first time;



These partnerships helped change the attitudes of Michelin staff towards people with disabilities and strengthened their inclusive HR approaches.

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



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