



## 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

## Setting up a Committee to Monitor the Inclusion Action Plan



### Michelin's experience in India



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### Issue at stake

Disability inclusion in multinational companies requires a lot of coordination and commitment from various departments. The teams' acceptance, understanding and monitoring are crucial to the inclusion process.



# Good practice

## Solutions implemented

Michelin Chennai has created a “project monitoring committee” to oversee its disability inclusion action plan. This committee took responsibility for monitoring and reviewing the actions.



### Implementation steps

1

The company set up working groups, selecting one person per department: one member from the engineering department focused on physical accessibility; Human Resources focused on the recruitment process; and one member from production focused on ergonomic and safety-related issues.

2

Each member started the project by looking at themes specific to their own department. Participation in this committee is part of their professional duties.

3

The committee meets regularly, and as required (it can be weekly, when events are about to happen – before the Inclusive Marathon, for example). During the meetings, the committee reviews the action plan implementation and suggests measures for progress.

## Necessary means & success factors



Each member was allocated a specific time within their working schedule;



As committee members are senior managers within the company and also decision makers, their decisions are easy to implement;



Each department could use its own budget for inclusion activities.

## Outcomes



Many of the activities were organised on the advice of the committee, such as the Inclusive Marathon, the Disability Day, awareness-raising events etc;



It created a greater sense of ownership among the teams, as each department had a role organising each project event.

## 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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