



Intro

Diversity is an important topic in outsourcing and has been for some years. FM service providers – particularly in areas such as cleaning services – are largely already diverse.

Persons living with disabilities wonder why emerging technology feels so distant from them. Telepresence is already here, so are drones; active noise-cancelling headphones, and recent electroencephalography devices are advancing into efficiently filtering out white noise. So why do these emerging technologies take so long to benefit people with disabilities?

Technology can empower people to achieve more, help strengthen education opportunities, and make the workplace more inviting and inclusive for people with disabilities. And with more than one billion people with disabilities in the world, we believe accessibility and inclusion are essential to empower every person.

“The labor force participation rate for people with disabilities sits at 32%; compared to 77% for those without disabilities”





Potential use cases

We would like to encourage accessible workforce technology to achieve disability inclusion and equality. We would like to analyze four key actions for attracting, hiring, retaining and advancing diverse talent.

Employ

Organizations must ensure that persons with disabilities are represented in their workplace. Beyond hiring, employers should implement practices that encourage and progress persons with disabilities

Enable

Leaders must provide employees with disabilities with accessible tools and technology and/or a formal accommodations program. Consider cultivating greater awareness through formal training programs for those without disabilities to learn about the tools and accommodations available for better integration across teams.





Potential use cases

Engage

To foster an inclusive culture throughout the organization, companies must generate awareness-building through recruitment efforts, disability education programs and grass-roots-led efforts (for example, an employee resource group) and events.

Empower

Companies must offer mentoring and coaching initiatives, as well as skilling/reskilling programs, to ensure that persons with disabilities continue to grow and succeed. Persons with disabilities should occupy roles at all levels, including top leadership positions.



“By 2020, around 120 million people in the EU will live with some degree of disability. With the global assistive technology estimated to be worth €23 billion by 2024, it is no surprise that more startups are going into disability technology.”