

Make it Count

Measuring for Disability Inclusion in Your Workplace

Encouraging Self-Identification Amongst Employees

Why is it important?

Peter Drucker, known as a father of management thinking, once wrote: "If you can't measure it, you can't improve it." If something is important to your business, you want to be able to improve it. First, you need to determine your starting point. If you're on the path to becoming a disability inclusive employer, your starting point is surveying your staff to determine how many people with disabilities you employ now.

Get an accurate picture

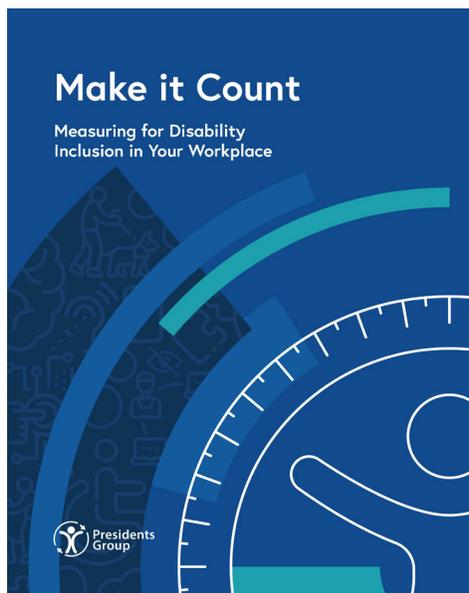
Some employees may share their disability status at the interview stage or at hire. However, disabilities may not be disclosed right away due to fear of discrimination or bias. Additionally, some disabilities are acquired during employment. Developing a practice of asking employees annually will help capture changes in your workforce.

Tips to Encouraging Self-ID

1. Explain the Why
2. Assess the trust level in your organization
3. Consider your organizational structure
4. Ask annually
5. Download the Make it Count Toolkit

Download *Make it Count: Measuring for Disability Inclusion in Your Workplace* Guide to get started.

accessibleemployers.ca/pledge-to-measure/



Make it Count: Measuring Disability in Your Workplace is a practical guide by Presidents Group for BC employers looking to measure the rate of disability in their workplaces.

- What to ask and when
- Building the business case for disability inclusion
- Creating your organization's why
- Developing your internal communications plan
- Case studies from Presidents Group companies doing it
- Template survey questions and more