



Disability Inclusion at Work 2024: A Global Outlook video with audio description

(00:02):

Deloitte Global surveyed 10,000 people with disabilities, chronic health conditions, or who are neurodivergent in workplaces across 20 countries about their experiences at work and here's what we learned.

(00:16):

A person moves down a hallway in a blue wheelchair.

(00:19):

44% of all respondents say they experience accessibility challenges in their workplace, and 60% say they have missed a work event due to lack of accessibility.

(00:30):

A sad person looks out a window covered in raindrops.

(00:34):

In addition, 26% say this has prevented them from socializing with colleagues outside of work.

(00:42):

A person sitting cross-legged, working on their laptop alone.

(00:46):

Only a quarter of those who have disclosed their conditions to their employer have requested workplace accommodations.

(00:53):

A person wears earphones and works on a laptop.

(00:56):

Of those who haven't requested them, 20% haven't asked as they are worried that it will be seen negatively by their leader.

(01:04):

A person with a prosthetic arm pets a dog, then returns to work on a laptop.

(01:08):

And the same number don't ask as they don't think the accommodations will be granted.

(01:14):

A person who looks unhappy works on a laptop and takes off their glasses.

(01:19):

41% have experienced microaggressions, harassment, or bullying at work over the past 12 months.

(01:27):

A person works on a computer. Only their eyes and top of head are visible.

(01:31):

But only half have reported this to their employer. And of those who didn't report, 34% are worried that reporting their experience would result in the behavior getting worse.

(01:44):

A person in a wheelchair who looks upset.

(01:49):

But the data shows five steps that employers can take to make a difference.

(01:54):

One visually impaired and two sighted co-workers working together at a laptop. They laugh.

(02:00):

Make disability inclusion a visible board-level priority, accompanied by meaningful actions, and encourage senior role models to speak openly about their experiences.

(02:11):

A person presenting to a group of people meeting in a boardroom.

(02:15):

Help managers and leaders understand and embrace disability inclusion and provide roles that help enable strengths.

(02:24):

An employee with a disability meeting with their manager.

(02:27):

Embed accessibility into business as usual, including meetings and events.

(02:32):

A photographer with a prosthetic leg recording someone with a video camera in a studio.

(02:38):

Encourage and recognize the importance of providing workplace accommodations.

(02:43):

Two colleagues walk and talk together, one using a wheelchair.

(02:46):

And provide an accommodations application process that is clear, timely, and stigma-free.

(02:53):

Two people holding job applications while talking with a hiring manager.

(02:57):

Provide a disability-inclusive culture. Address non-inclusive behaviors and enable individuals to report without concern.

(03:06):

A team leader speaking to their team while sitting at a table.

(03:10):

When we take these steps-

(03:12):

A man leans against the outside wall of a building, crosses his arms, and smiles.

(03:17):

... we pave the way for a more inclusive and supportive workplace, one where everyone has the opportunity to thrive.

(03:25):

A colorful drawing inside a circle that shows a diverse group of people interacting in positive ways at work.

(03:32):

Learn more about disability inclusion at work.

(03:36):

Text, Disability Inclusion @ Work 2024: A Global Outlook. Read the full report
www.deloitte.com/DisabilityAtWork. Deloitte logo. Text, legal footnote at end of video.



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