

# Designing Deloitte for Everyone Snapshot

Our 2023 – 2026 Access and Inclusion Plan outlines our aspiration to improve access for everyone.

Over the next three years, our commitments include:

## Pillar 01

### Access for all

#### Expand employment

We're doubling the percentage of people living with disability at Deloitte by 2026

#### Design for diversity

We're creating design guidelines so all our office spaces and any upgrades meet a gold standard for inclusion

#### Level the digital playing field

We're pushing the boundaries with assistive technology to make our online content accessible for everyone

## Pillar 02

### Equity at every stage

#### Prioritise people over process

We're ensuring our recruitment and onboarding processes are accessible for everyone who comes through our doors

#### Accessibility education

We're training our people to be disability inclusive and an ally to people in the accessibility community

#### Support everyone to thrive

We're establishing processes for equitable career development and progression for everyone at every stage of their careers

## Pillar 03

### A force for good

#### Lead the way

We're partnering with the business community to create change and further accessibility inclusion in our society

#### Awareness and action

We're empowering our people to act on accessibility inclusion and practice allyship

#### Raise the standard

We're tracking our ongoing improvement and will measure our progress against the national index