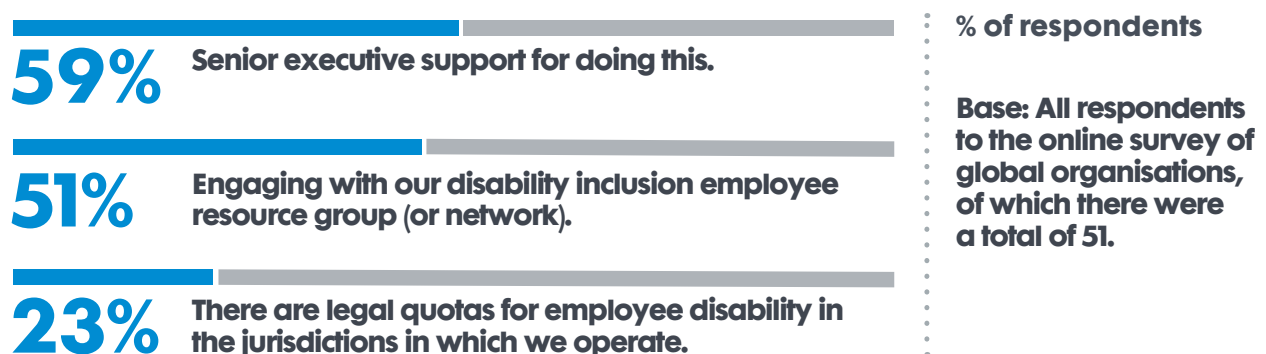


# 'Collecting Global Employee Disability Data – the challenges and enablers for global disability-smart organisations'

This document is part of series that summarise key considerations and successful approaches to collecting Global Employee Disability Data from our research sponsored by HSBC. You can access the full report at: [businessdisabilityforum.org.uk/knowledge-hub/resources/towards-a-disability-smart-world-global-disability-inclusion-strategy-report/](https://businessdisabilityforum.org.uk/knowledge-hub/resources/towards-a-disability-smart-world-global-disability-inclusion-strategy-report/)

## 5 Key consideration five: Key enablers to collecting Global Employee Disability Data

Amongst the responses to the online survey question "What has been the most significant enabler, which has helped with collecting Global Employee Disability Data?" the three answers most frequently selected were:



Through the research process, clear themes emerged about what had supported global organisations in getting started and building momentum:

- **It was important to establish the purpose:** a clear and compelling reason, or set of reasons, why Global Employee Disability Data collection is important, and what it is intended to achieve.
- **Organisations needed to get the fundamental in place:** the globally consistent and locally resonant terminology, systems and resources, which makes Global Employee Disability Data collection work.
- **Leadership support was vital:** the sponsorship, role modelling and accountability at the most senior level(s), which positions disability inclusion as a 'call to action' that impacts everyone.
- **The role of organisational culture should not be underestimated:** a culture of psychological safety and trust will enable employees to talk openly about disability and lived experience, without fear of detriment.

**// At Unilever we have clear leadership support, without this it's very difficult to drive any cultural change."**

Manisha Mehta, Global Diversity & Inclusion Manager, Unilever.

// At Freshfields, leadership support is invaluable. Freshfields have a focus on the role everyone can play in practicing inclusive behaviours and allyship across the firm. However, the impact of leaders is pivotal in building on their approach. Their disability senior sponsors proactively get involved with the employee network, training sessions and in supporting individuals.

Having leaders who role model the importance of disability inclusion, authentically, and who are able to use respectful and inclusive language about disability is key. Disability inclusion has also been discussed at board level and very much continues to be on the leadership agenda which will with time encourage more understanding and openness and individuals both identifying with and sharing data on their disability."

Kristina Adey-Davies, Global Diversity and Inclusion Senior Manager,  
Freshfields Bruckhaus Deringer LLP.

// Allianz has an employee disability network, which supports their disability inclusion agenda. The network facilitates numerous events for colleagues and they have had a webinar, which featured senior leaders sharing their non-visible disabilities and lived experiences. This role modelling is been important in creating the right culture."

Amanda Armstrong, Operations Analyst, Allianz Insurance.