

# Inclusive hiring for making access to goods and services easier for ALL

## **Financial Services Accessibility Innovation for Seniors and Persons with Disabilities**

**Cercle de l'Union Interalliée, Paris**

*Yves Veulliet, Global Disability & Inclusion Program Manager*

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# Agenda

Inclusive hiring – Understanding the business case

Organizational transformation – Winning the business case

Technological & attitudinal barriers – Realising the potential

Universal design - Changing the paradigm



# Inclusive hiring

Understanding the business case

# Inclusive hiring will...

- help your business attract and retain skilled employees
- expand your range of customers and clients
- promote your brand as an employer for all
- champion your company's values
- help your business meet legal obligation



# Organizational transformation

Winning the business case

# Organizational transformation

**Accessibility**

**Accommodations**

**Attitude**



# Technological & attitudinal barriers

Realising the potential

# Technological & attitudinal barriers

- Executive engagement
- Managers and employee education
- Business Resource Groups
- Inclusive Design Training Camps
- HR resource dedicated to diverse hiring

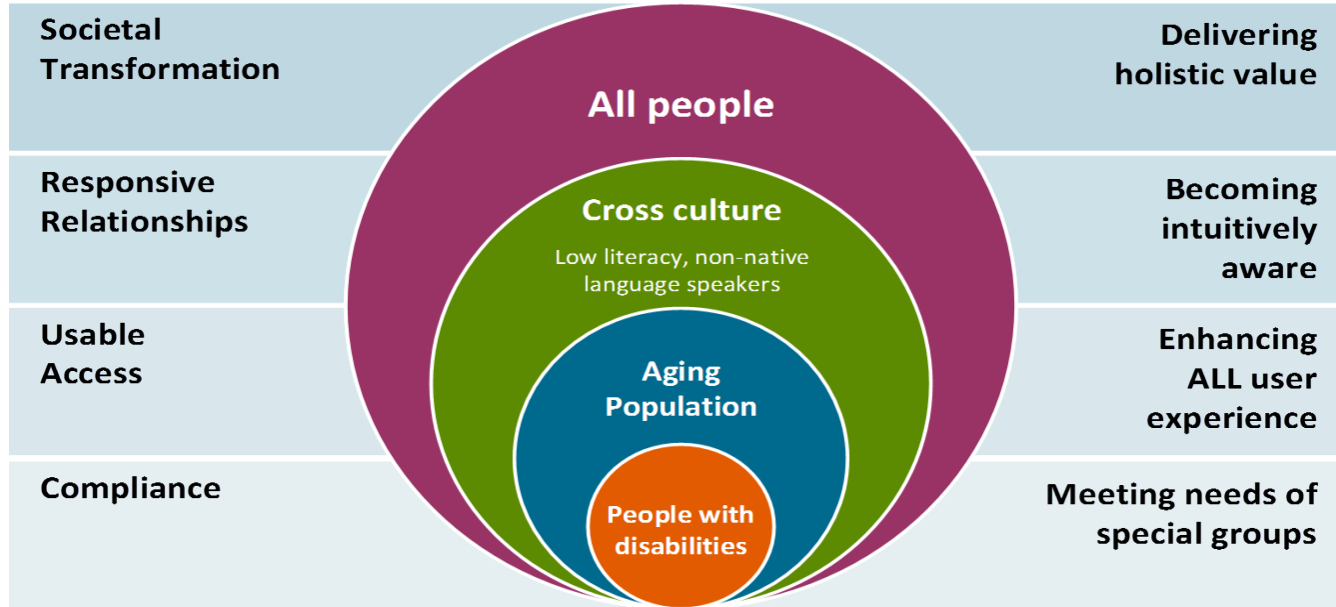




# Universal design

Changing the paradigm

# Universal design



**Universal design** is the design of products and environments to be usable by **all people**, to the greatest extent possible, without the need for adaptation or specialized design.



# Thank You

