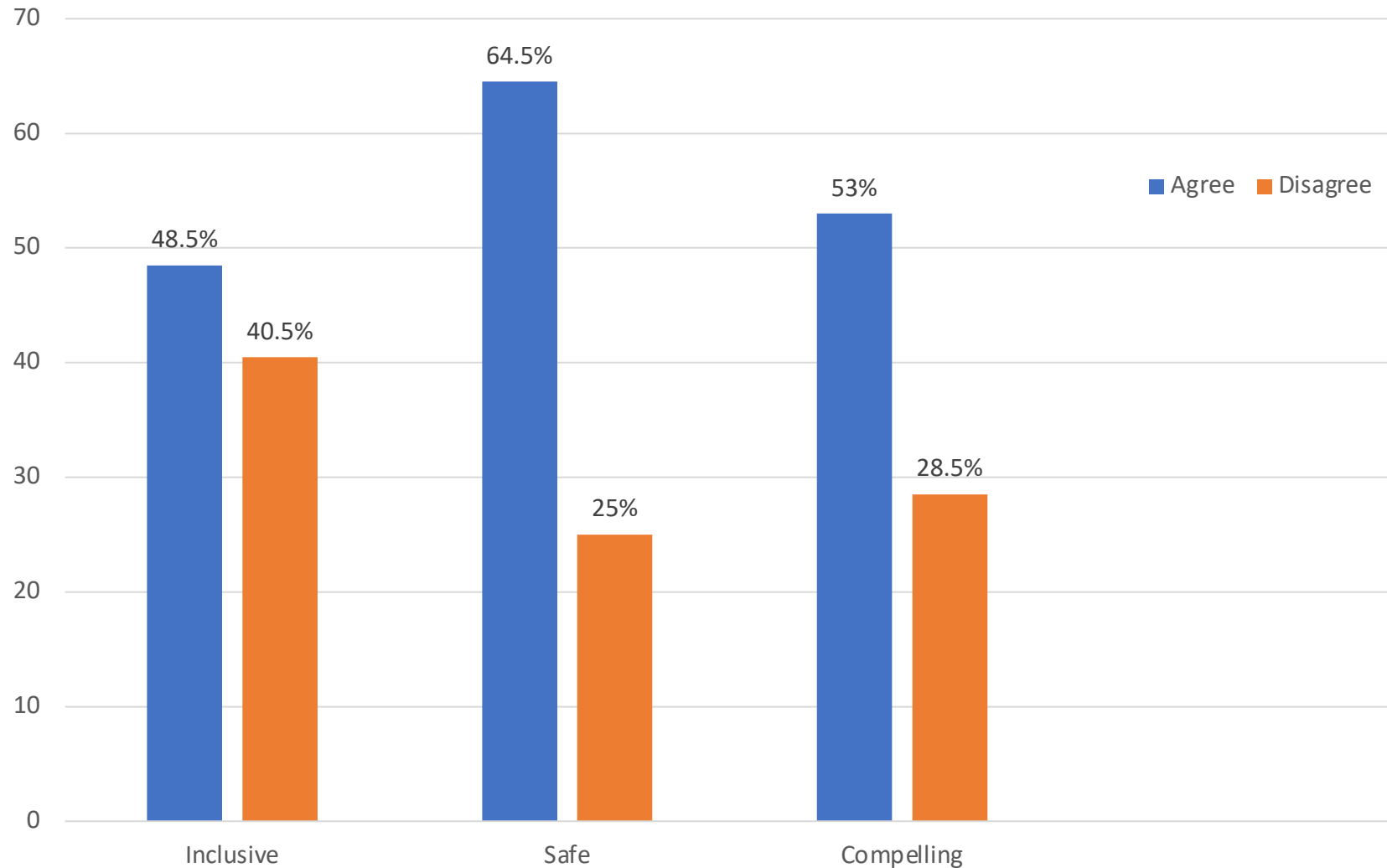# Inclusive Workplaces of the Future
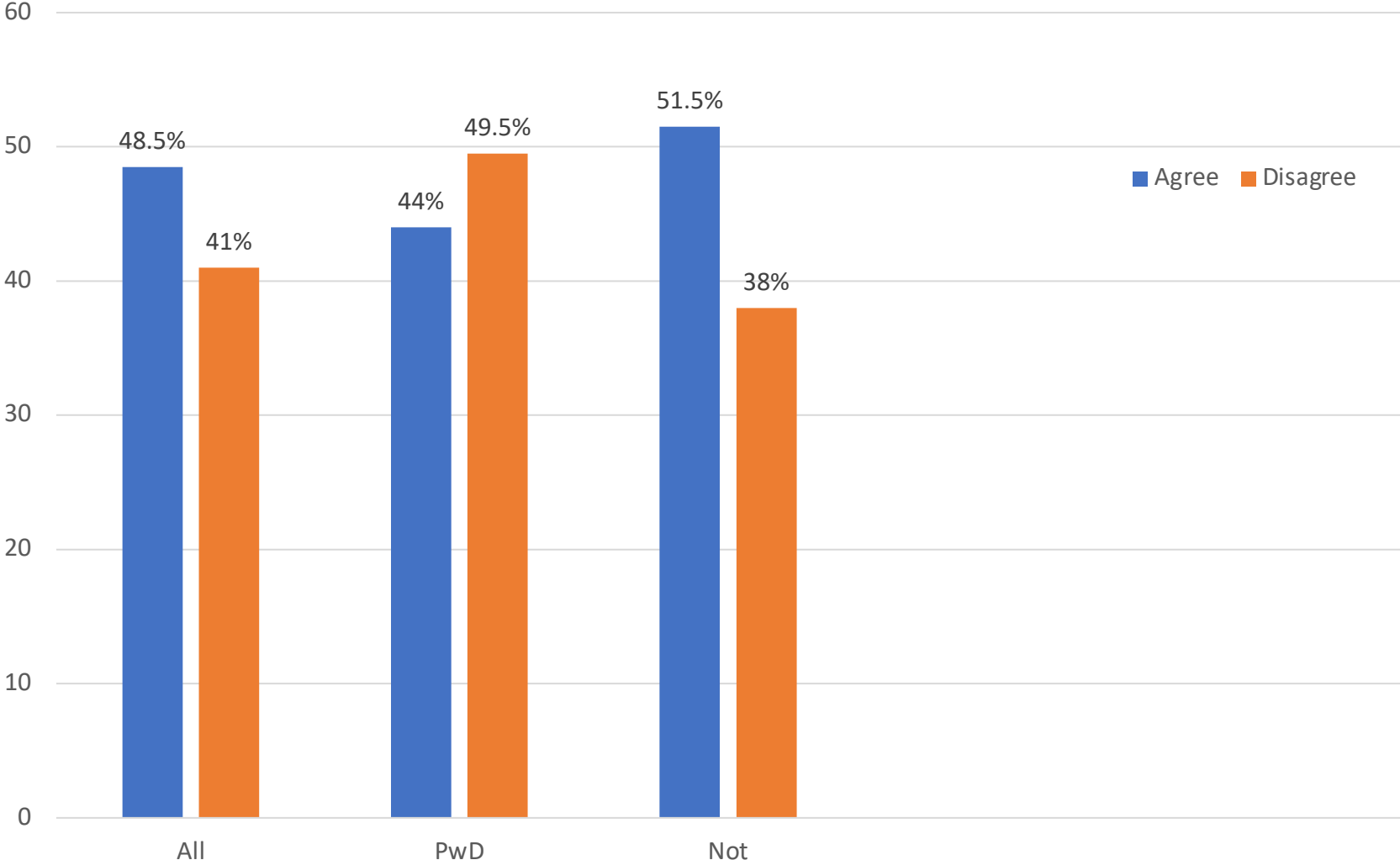
Selected Results: G3ict-Steelcase Survey

Participants are less sure their industry has a clear & shared understanding of an inclusive workplace...
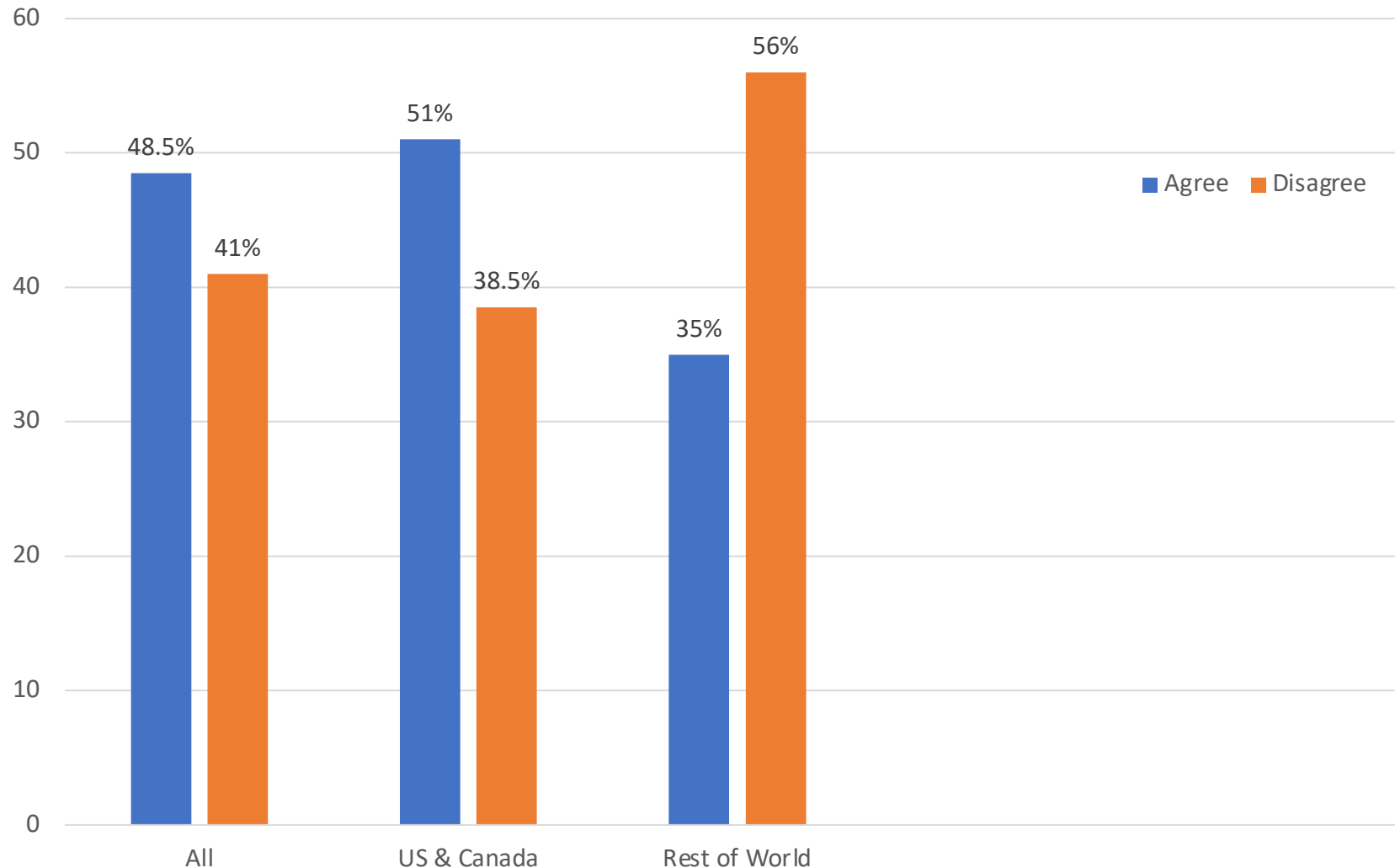

My industry has a clear and shared understanding of what is an inclusive, safe, compelling workplace?

Participants with disabilities are less sure their industry has a clear & shared understanding of what is an inclusive workplace...

My industry has a clear and shared understanding of what is an inclusive workplace?

Participants in the US & Canada are more sure their industry has a clear & shared understanding of what is an inclusive workplace...

G3ict

My industry has a clear and shared understanding of what is an inclusive workplace?

Essential elements of an inclusive workplace

Top 3 selections of all respondents

1. Representation & diversity across all functions and levels (61.39%)

2. Accessible products, technology, and systems (44.77%)

3. Accessible physical space (44.50%)

Top 3 selections of those with disabilities

1. Accessible products, technology, and systems (59.65%)

2. Accessible physical space (50.88%)

3. Representation & diversity across all functions and levels (43.86%)

Primary outcomes of an inclusive workplace

Top 3 selections of all respondents

1. Increased employee satisfaction (80%)
2. Increased innovation (65%)
3. Increased productivity – individual and team (53%)

Top 3 selections of those with disabilities

1. Increased employee satisfaction (80%)
2. Increased productivity – individual and team (68%)
3. Improved products and services (65%)

Readiness to create an Inclusive Workplace
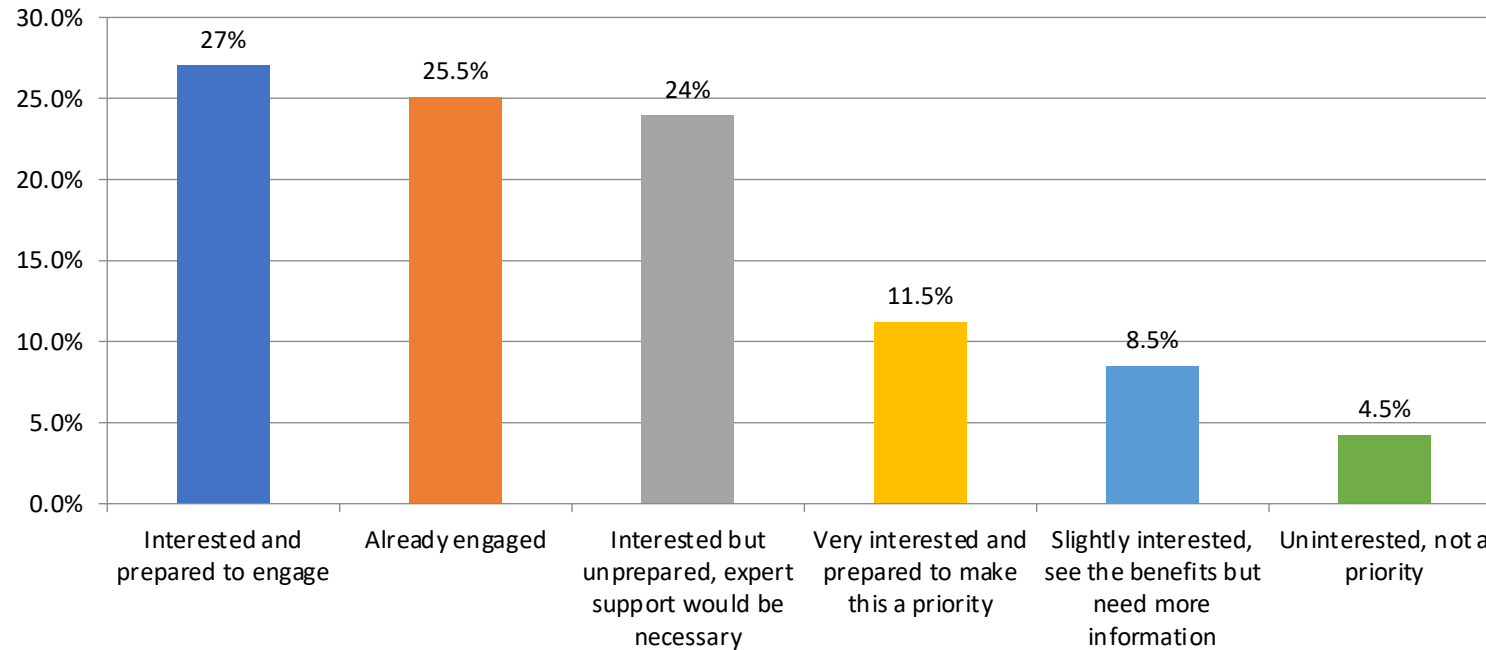
Answer Choices	Percentage	Response
Interested and prepared to engage	27%	70
Already engaged	25.5%	65
Interested but unprepared, expert support would be necessary	24%	62
Very interested and prepared to make this a priority	11.5%	29
Slightly interested, see the benefits but need more information	8.5%	22
Uninterested, not a priority	4.5%	11

# Which stakeholders are most responsible for creating an inclusive workplace? (multiple answers allowed)
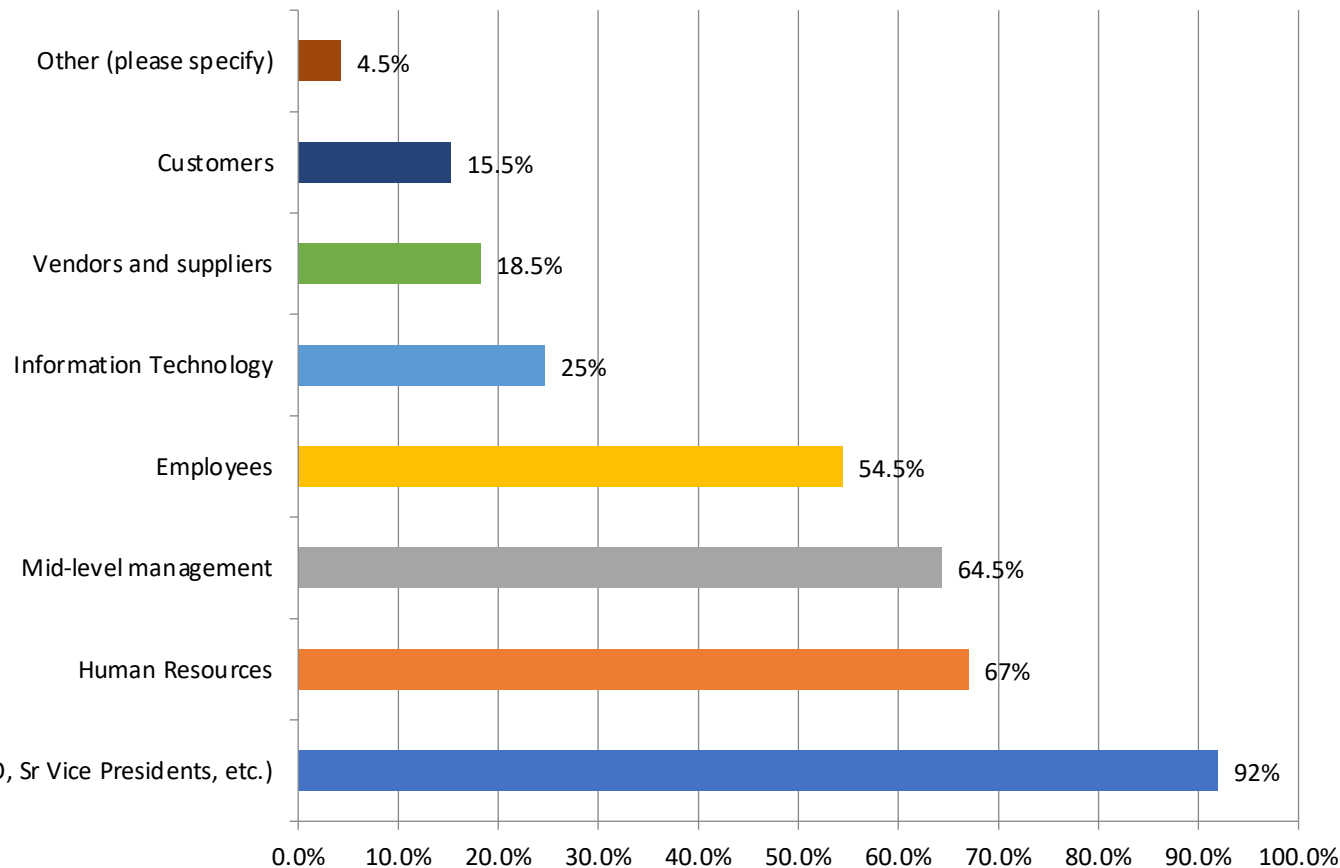
Answer Choices	Percentage	Response
Senior leadership (CEO, COO, Sr Vice Presidents, etc.)	92%	343
Human Resources	67%	250
Mid-level management	64.5%	240
Employees	54.5%	203
Information Technology	25%	92
Vendors and suppliers	18.5%	68
Customers	15.5%	57
Other (please specify)	4.5%	16

9. Which stakeholders are most responsible for creating a safe workplace? (multiple answers allowed)
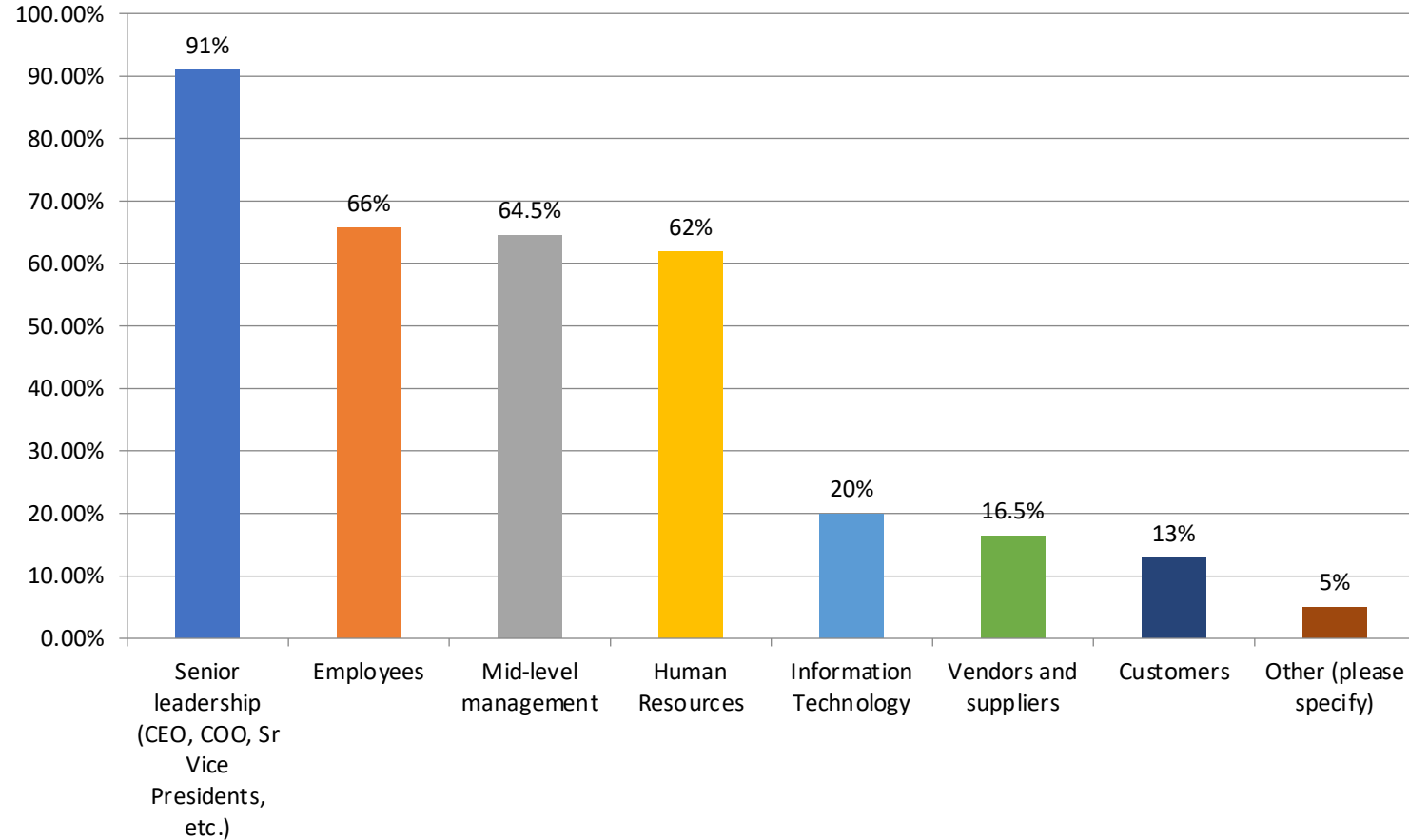
Answer Choices	Percentage	Response
Senior leadership (CEO, COO, Sr Vice Presidents, etc.)	90.91%	310
Employees	65.69%	224
Mid-level management	64.52%	220
Human Resources	61.88%	211
Information Technology	19.94%	68
Vendors and suppliers	16.42%	56
Customers	12.90%	44
Other (please specify)	4.99%	17

15. Which stakeholders are most responsible for contributing to a compelling workplace? (multiple answers allowed)
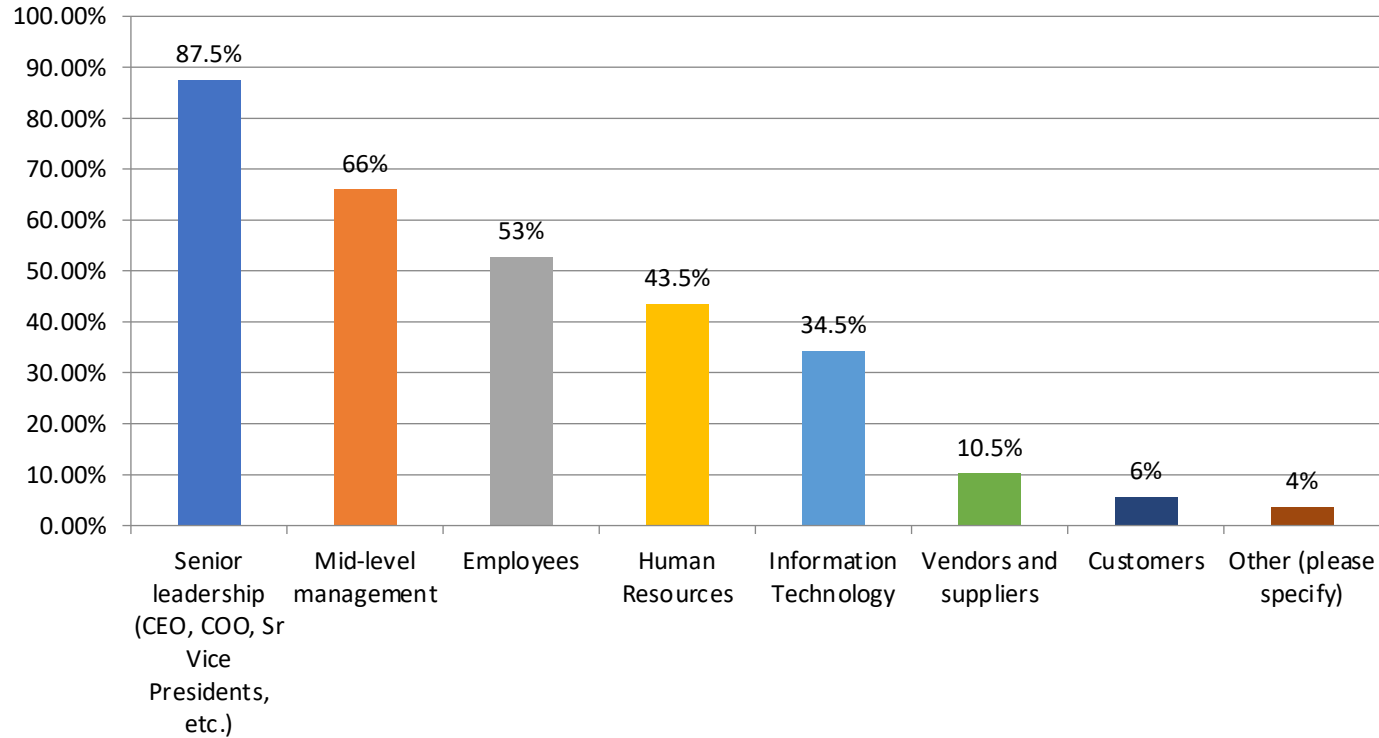
Answer Choices	Percentage	Response
Senior leadership (CEO, COO, Sr Vice Presidents, etc.)	87.46%	265
Mid-level management	66.01%	200
Employees	52.81%	160
Human Resources	43.56%	132
Information Technology	34.32%	104
Vendors and suppliers	10.23%	31
Customers	5.61%	17
Other (please specify)	3.63%	11