



What's in a number?

Disability data for business change

Speakers:

- Angela Matthews, **Business and Disability Forum**
- Andrea Hall, **DXC Technology**
- Susanne Bruyere, **Yang-Tan Institute on Employment and Disability at Cornell University**
- Ruth Warick, **International Disability Alliance**

businessanddisability.org

#Enable2Work



What's in a number?

An employee-centred approach to measuring disability in your organisation

Angela Matthews (Head of Policy and Advice)

Why are you doing this?

Collecting diversity data should be **one output which contributes to a wider outcome**: what do you want to achieve?

- Understand 'how many' people have a disability in a business?
- Increase 'disclosure' level of employee who say they have a disability (to help measure a target or quota)?
- Advancing inclusive culture of a business?
- Understand the extent of adjustments used in your workforce?

To think about:

Align your actions with your objectives: ***Data might not be the answer.*** Do you want to *measure* something, or so you want to shift the culture of your organisation?

Collecting data is a whole-organisation action

- **Many roles** across the organisation need to be involved: Senior leaders; communications; employee networks; human resources; IT.
- **Internal climate** is crucial to success:
 - Employee relations?
 - Restructures, redundancies?
 - ‘Survey fatigue’?
- **‘Warmth’ of organisational conversation:** is asking employees if they have a disability the first disability-related communication you have released? This can be met with suspicion.

Inclusive language and question design

Mind your language!

- Are you **registered disabled**?
- Do you have a **disability**?
- Do you consider yourself to have a **disability or long-term condition** (such as dyslexia, a mental health condition, epilepsy)?
- Do you work with **changes to your work environment** (such as a specialist chair or computer equipment), assistive technologies, or with other non-physical changes (such as flexi-hours, home working, disability leave)?

Think about cultural nuances when defining your language:

- Regional – the above lends itself to UK context.
- Organisational – what language is familiar to your organisation (from ‘Able’ and ‘DisAbility’ to ‘Be You’ and ‘This is me’).

Is it **accessible**? ‘Clickaway data’ skews your results!

Whose information? Two tips to increase responses

Inform employees

- Why you are doing this.
- What you are going to do as a result.
- How you are going to store and use their information.
- Who they can speak to if they have questions about this.

Mind your (research) ethics!

Disability is part of a person. When they give you their information, this is often considered in part of them. Value and respect their information as you would value and respect the person. This creates trust and enhances the reliability and honesty of the answers employees give you.

Business Disability Forum's Openness Review

The package includes:

- A learning session on openness, 'disclosure', and information sharing.
- Focus and discovery groups with employees.
- Corporate policy and communications language review.
- Support with or carrying out your data monitoring campaign communication, analysis, and reporting.

Our Openness Review will identify:

- Why employees share or do not share information about their disability or condition at work, and understand their experience of doing so.
- How equipped staff such as line managers and human resources are to receive and respond to employees sharing information about their disability or condition.
- Perceived barriers and aspects of the organisation's 'culture' which may cause employees to be reluctant to share information about their disability at work.

Further information: consultancy@businessdisabilityforum.org.uk

Angela Matthews

Head of Policy and Advice

Email: angelam@businessdisabilityforum.org.uk

Web: www.businessdisabilityforum.org.uk

Twitter: [@BDFPolicy](https://twitter.com/BDFPolicy)