



# ILO Global Business and Disability Network

## Self-Assessment Tool

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## ► Why and how we developed the revised tool

- ❑ Increasing number of benchmarking tools on disability and business worldwide, some have major flaws
- ❑ Previous ILO GBDN tool had been more basic and also open to editing
- ❑ Collaboration between the ILO GBDN secretariat, Susan Scott-Parker and Simon Brown (Sightsavers)
- ❑ Prototype was tested and validated by companies around the world
- ❑ Publicly available and free of charge
- ❑ Initially a spreadsheet file, eventually on an interactive platform on the ILO GBDN website

## ▶ What the tool aims to deliver

- ❑ Grounded in universal principles
- ❑ Enables consistent corporate benchmarking and best practice in any jurisdiction
- ❑ Helps ILO GBDN company members realise their commitment at local level
- ❑ Helps National Business and Disability Networks to target support
- ❑ Enables multinational enterprises to determine the direction, standards, resources that local leaders need from Head Office if the business is to deliver consistent best practice worldwide

## ▶ The tool's four domains *(covered by a total of 47 questions)*

- 1) The **Fundamentals**: Ensuring Respect, Fairness, Equality, Accessibility  
*(21 questions)*
- 2) Promoting a Disability Confident Best Practice **Culture** *(10 questions)*
- 3) Enabling Dignified and Equal Access for **Customers** with Disabilities  
*(9 questions)*
- 4) **Allyship** and Reporting *(7 questions)*

## ▶ Scoring: the Self-Assessment Report (1/2)

- ❑ Company is assigned an overall performance rating of “Foundational”, “Practitioner” or “Leader”
- ❑ Questions are weighted:
  - to reward organisations which have mitigated significant and moderate risks of disability discrimination and unfairness
  - to incentivise interventions which fast track best practice and a sustainable, disability confident, corporate culture

## ▶ Scoring: the Self-Assessment Report (2/2)

- ❑ Before they can be awarded overall “Practitioner” or “Leader” status, the company must answer “Yes” to:
  - “Fundamentals” domain’s question 2: *“Do you have a named in-country senior business leader accountable for delivering across the business the best practice called Disability Confidence?”*
  - “Culture” domain’s Question 4: *“Do you encourage and enable everyone to learn directly from persons with disabilities, including from at least one of these groups – colleagues, potential colleagues, Organisations of Persons with Disabilities, expert advisors with lived experience, customers with disabilities?”*

## Example of the scorecard

<u>Scorecard</u>	Foundational	Practitioner	Leader
The Fundamentals: Respect, Fairness, Equality, Accessibility*		<b>60%</b>	
Promoting a Disability Confident Best Practice Culture*	<b>57%</b>		
Enabling dignified and equal access for customers with disabilities	<b>48%</b>		
Allyship and Reporting	<b>56%</b>		
<b>Overall Benchmark*</b>	<b>Foundational 57%</b>		