



# Four Pillars of Inclusion Survey

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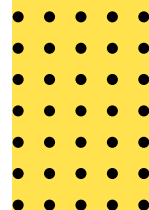
This survey guides your internal assessment against the Four Pillars of Inclusion

## ORGANISATIONAL POLICY AND PRACTICE

	Yes	No	Unsure
<b>1</b> Does your organisation have any policies around disability inclusion for current or future employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2</b> Does your organisation have employing people with a disability as a strategic priority?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3</b> Are you confident your organisation communicates in a way that is accessible to employees with disability?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## ORGANISATIONAL POLICY AND PRACTICE (CONTINUED)

		Yes	No	Unsure
4	Are you confident that disability access and inclusion is given consideration when applying for funding to ensure people with a disability can be supported in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Are you confident your organisation is perceived as inclusive and accessible?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	What changes, if any, would you like to see happen at a policy level in your organisation ,to enhance employment opportunities for people with a disability?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	What do you think the benefits would be to the LGBTI+ community if employing people with disability was a priority?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

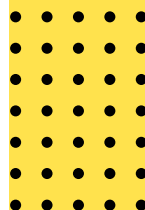


## CULTURAL SAFETY IN THE WORKPLACE

	Yes	No	Unsure
<b>1</b> Have you completed Disability Inclusion Training in the past 12 months? (If yes, what training and who provided it?)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2</b> Do you have a Disability Action Plan (or similar) in your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3</b> Are you confident that your organisation is a safe space to have conversations around accessibility and inclusion for staff members with disabilities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4</b> How important do you think it is to have organisational-wide conversations around accessibility and inclusion?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## RECRUITMENT / JOB APPLICATION PROCESS

		Yes	No	Unsure
<b>1</b>	Do you ask candidates about their access requirements prior to their interview?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2</b>	Does your organisation advertise positions with Disability Employment Service Providers or other disability networks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3</b>	When you recruit for positions, do you explicitly encourage LGBTI+ people with disability to apply?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4</b>	When you recruit people for vacant positions, are the position descriptions and other documents formatted for accessibility?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5</b>	What do you think would help make the job application process more accessible at your organisation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## ACCESS AND ADJUSTMENTS AT WORK

	Yes	No	Unsure
<b>1</b> Do you ask your employees if they have any access requirements or need workplace adjustments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2</b> Is there a clear process for employees to request access requirements/workplace adjustments in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3</b> Do you feel confident asking current or potential employees about their access requirements or workplace adjustments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4</b> What could your organisation do to improve the conversation around access requirements and workplace adjustments in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>