

# Disability Inclusion in the CME Sector

*From cultures of compromise to a stance of possibility*

*Terry Agnew, Chair, BCCM*

*Emma Dawson, Executive Director, Per Capita*



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# What is the BCCM?

National voice of co-operative and mutual enterprises (CMEs)  
More than 50 members across all sectors of the economy  
Promote role of CMEs in the national economy, provide leadership in research and education, encourage sector networking



For the better



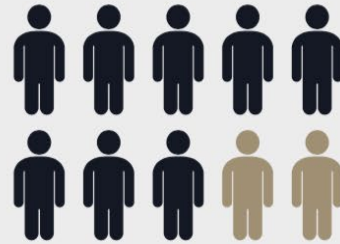
GERALDTON  
FISHERMEN'S  
CO-OPERATIVE  
Rock Lobster Exporters

# A significant sector that provides value to the Australian economy



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There are  
**2000**  
active CMEs in  
Australia



More than  
**8 in 10**  
Australians are  
members of a CME

Australia's CMEs provide  
**\$132bn**  
in total value added to the  
Australian economy



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Australia's largest  
co-operative by  
turnover is an  
agribusiness



Australia's largest  
mutual by  
membership is a  
roadside assistance  
organisation



Australia's largest  
member-owned  
business by assets  
is a bank



**NSW**  
has the most CMEs  
of any Australian  
state or territory

CMEs contribute  
**7-8%**  
of our GDP



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# Why are we doing this?

1 in 5  
Australians  
lives with a  
disability –  
that's over 4  
million people

2.1 million of  
those people  
are of working  
age

Only 53% are  
employed

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# Why are we doing this?

I want our sector to be at the forefront of inclusion and equity in our workplaces for people with disability.

We will position businesses within our sector as *employers of choice* for people with disabilities.



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# Benefits of disability inclusion

Enhance your  
business's  
public  
reputation and  
image in the  
community

Ensure your  
business is  
representative  
of your  
community and  
customer base.

A more diverse  
workforce  
improves  
productivity and  
creates a more  
inclusive culture

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# Benefits of disability inclusion

The cost of recruiting employees with disabilities is generally lower

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Most workers with disability have better attendance and lower OH&S incidents.

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# How are we doing this?

Resulting from the research partnership with Per Capita, we will be launching an online tool kit to assist CME businesses to develop their own Accessibility and Inclusion Action Plans.

This will be an open-source resource, available to download on the BCCM website.



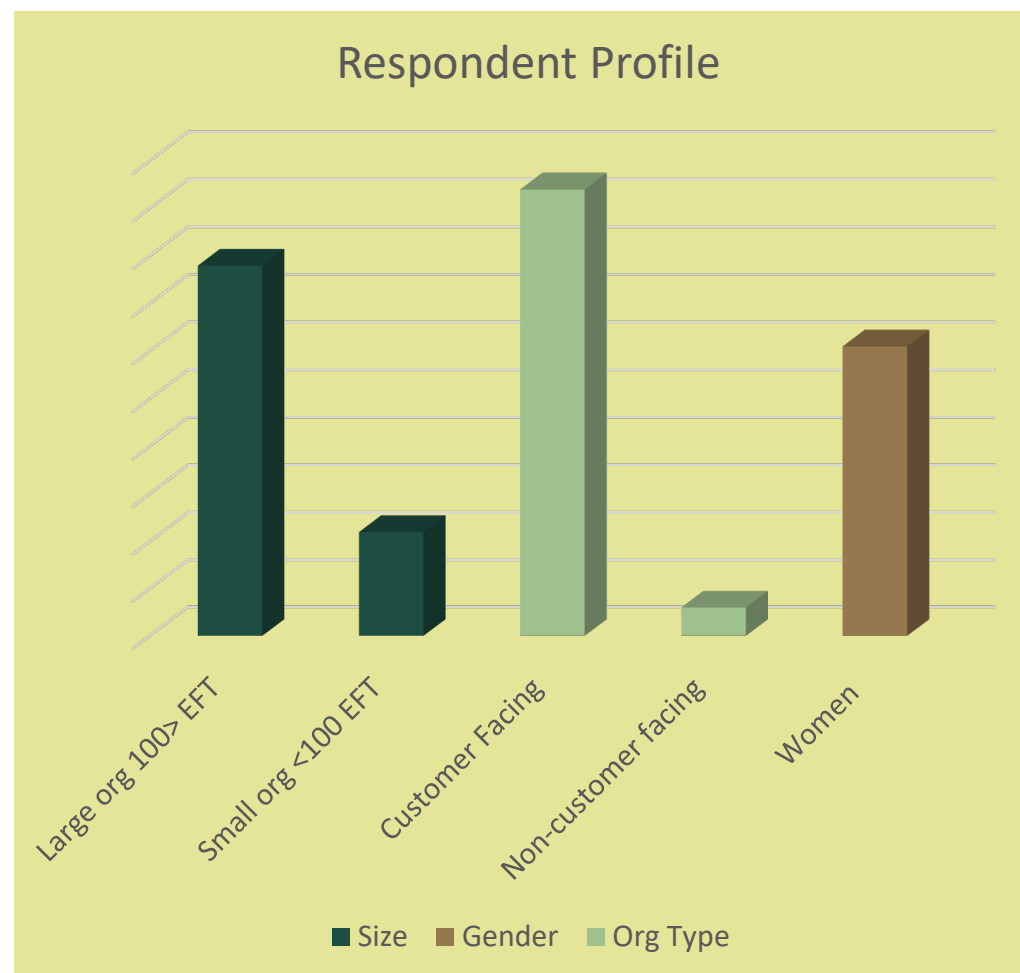




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# Survey of the CME sector

- 44% of respondents aged 40-54
- 35% of respondents aged 25-39
- 17% of respondents aged 55>
- 3% of respondents aged 18-24



# Sector strengths



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**90%**

*of employees with disabilities  
had experienced positive  
attitudes from colleagues*

**80%**

*believed their workplace was  
inclusive of people with  
disabilities*

**89%**

*of employees in the sector said  
employing people with a  
disability is important*





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# Sector weaknesses

**46%**

*of employees with disabilities said their biggest barrier was lack of understanding from managers/colleagues*

**10%**

*of managers believed people with disabilities could not be successful in leadership roles*

**50%**

*of employees with disabilities described their manager as unsupportive*

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# Survey of the CME sector

**Has your team ever hired someone living with disability?**

Yes: **58%**      No: **42%**

**Why have you never employed someone with disability?**

**89% stated** *“We have never received a job application from a person with a disability”*

**6% stated** *“There are no positions within my team/organisation that would be suitable for a person with a disability”*

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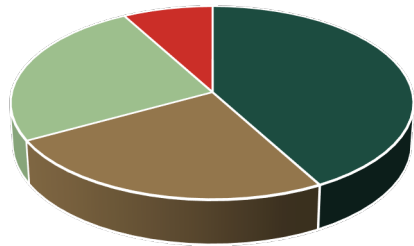
# Survey of the CME sector

12% of survey respondents identified as having a disability

83% had chosen to disclose their disability at work

90% reported experiencing positive attitudes from colleagues

## Job role/level



- Intermediate
- Entry
- Mgr/Supervisor
- Exec

- 33% physical disability
- 58% mental health diagnosis
- 8% intellectual
- 8% 'other'

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# Survey of the CME sector

Support I need for my disability at work:

- Enhanced working conditions, EG: flexible working, working from home: 58%
- Mentoring, or similar one-on-one support: 33%
- Stronger leadership re disability inclusion: 33%
- More inclusive organisational culture: 25%
- Stronger policies supporting disability inclusion: 25%
- Enhanced physical environment, workplace adaptations: 17%
- More workers with disability employed at my workplace: 17%
- I have no additional support needs: 25%

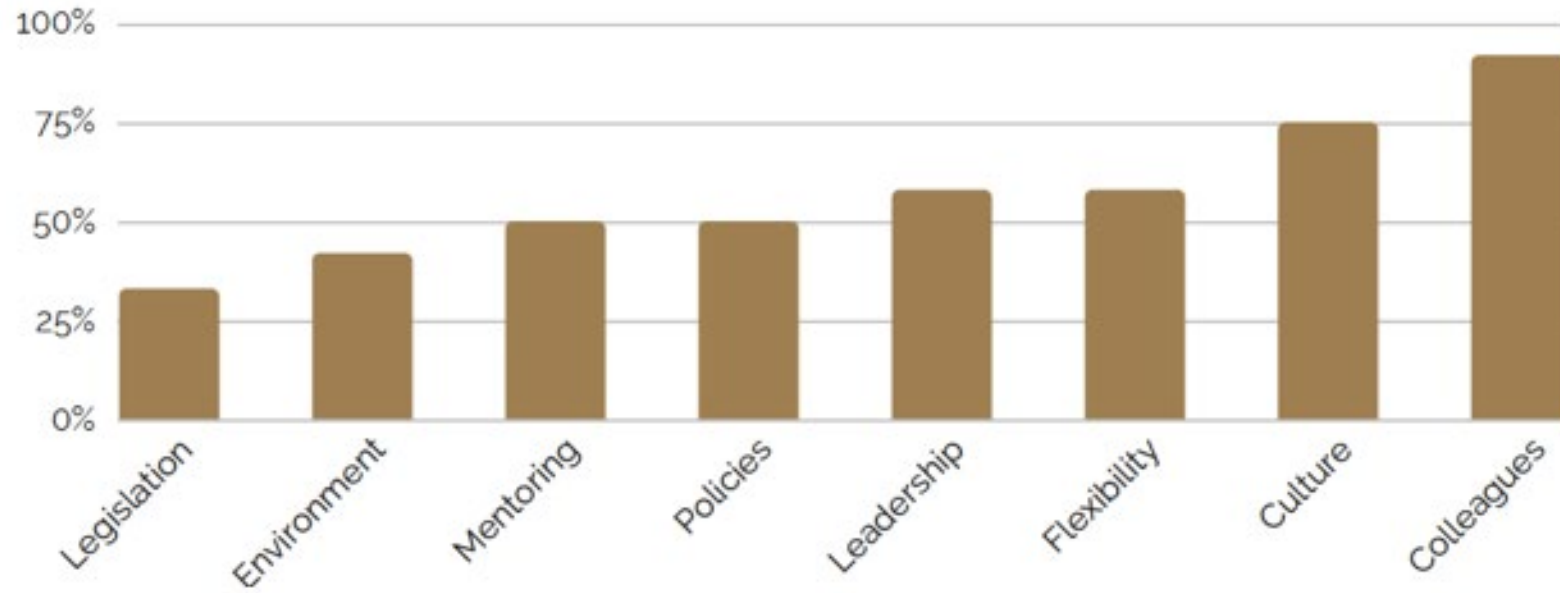


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# What makes an inclusive workplace?



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# What's next?

Launch of the BCCM's Accessibility and Inclusion Action Plan Toolkit

An open-source resource available via download from the BCCM website

Will assist CMEs to develop their own plans to make their workplaces more inclusive of people with disabilities



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# Thank you



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## More information:

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