



Disability Confidence for Leaders

Kia ora!



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Objectives

1.

Defining disability

2.

Universal design

3.

Why do this

4.

Specifics to the
Pacific

Defining disability

Disability – The Medical Model

- People are disabled by their impairments or differences.
- Looks at what is wrong with and needs fixing in the person.



Disability – The Social Model

- A person is disabled by society rather than by their body or abilities.
- Looks at what is wrong with and needs fixing in society.





Imagine a town
full of physically impaired people,

The case for Universal Design

What is Universal Design

- Universal Design means creating environments, products, and services that work for everyone
- It's about removing barriers, so people aren't excluded by design.
- When you design for accessibility, you make things better for all.

Official statistics only tell some of the story

In the 2023 Household Disability Survey, most questions had four levels of response options.

1. No difficulty

3. A lot of difficulty

2. Some difficulty

4. Unable to do at all

Only those reporting the highest levels of difficulty -

e.g. **'a lot of difficulty'** or **'unable to do at all'**

were identified as disabled.

Functional difficulties for all adults

More than half of all adults experience at least 'some' difficulty



- Disabled people
- People with 'some difficulty'
- People with 'no difficulty'

Universal Design – add ‘some difficulty’



14.1%
Hearing



19.3%
Seeing



14.4%
**Walking or
climbing steps**

**The one statistic that I
want you to remember**



**100% have
of people needs**

Unmet needs prevent people from performing at their best



Self Actualisation

Self-esteem

Love and Belonging

Safety and Security

Physiological

Principles of Universal Design

**Equitable
use**

**Flexibility
in use**

**Simple and
intuitive use**

**Perceptible
information**

**Tolerance
for error**

**Low physical
effort**

Size and space for approach and use

Why do this?

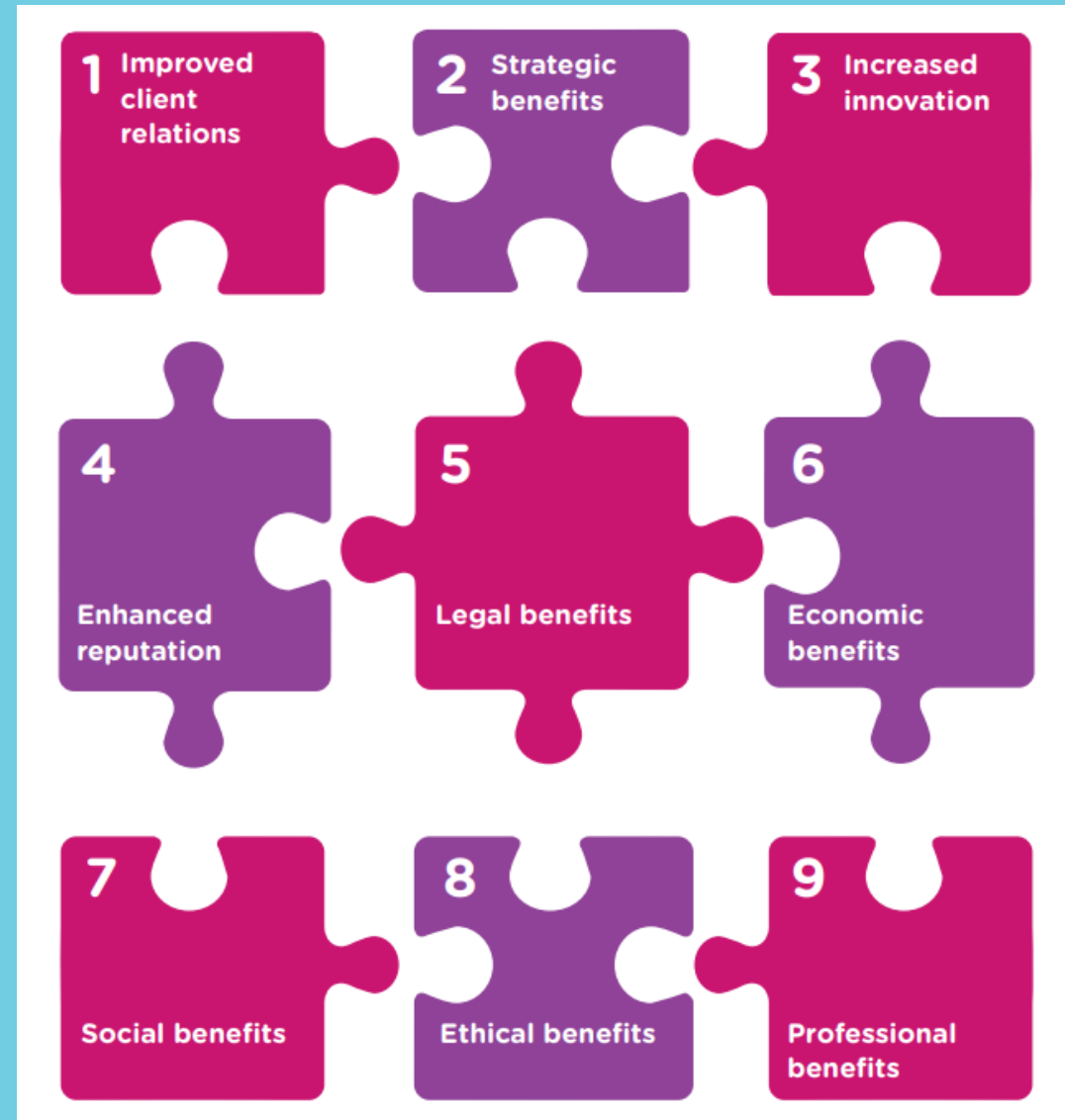
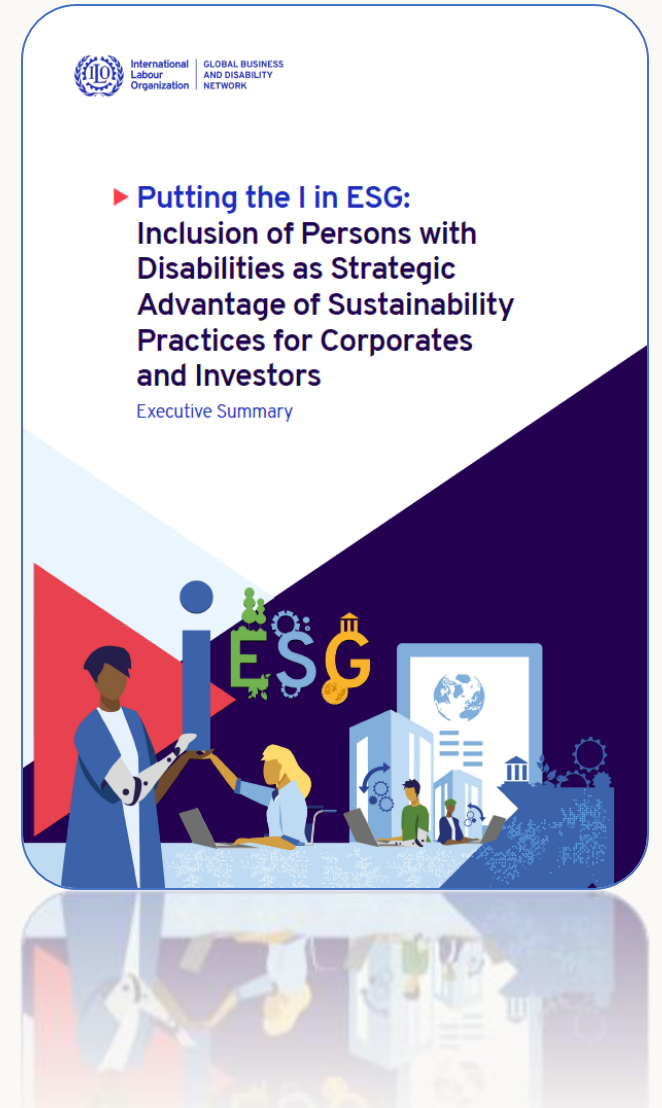


Image from the Lead Toolkit,
NZ Ministry of Social Development

Putting the I into ESG

The world cannot hit its 2030 sustainability goals without addressing disability inequities.

Emerging trend towards reporting on disability inclusion measures as part of sustainability reporting.



ESG Environmental Pillar

Green decisions can also benefit disabled people, and accessibility decisions can be green decision.



ESG Social Pillar

The logical place for us to think about accessibility and disability inclusion.

Disability quite often the 'poor cousin' to other considerations.



ESG Governance Pillar

Relating to fair representation right across an organisation.



ESG Financial

International investors will be looking to broader areas than just environmental reporting.

Customers are increasingly being selective about the organisations they work with.



ESG Controversies

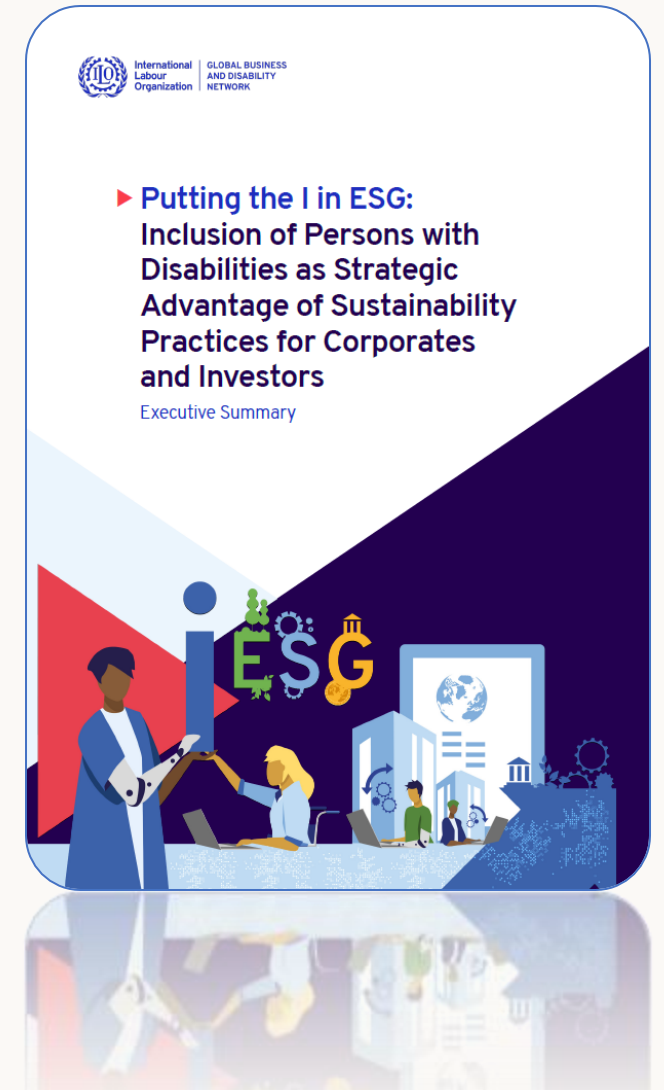
Failure to consider disability inclusion will become more and more of a reputation risk.

Moody's Analytics research found that ESG controversies often lead to significant and lasting decreases in a company's stock market value in the short term and long term.



ESG Reporting Benefits

- Baseline assessments
- Goal setting and target tracking
- Stakeholder engagement
- Risk management



Specifics to the Pacific

The hard conversation that needs to be held

- Religious beliefs
- Negative attitudes
- Language barriers
- Perception of capability



#Respect



Thank you!

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New Zealand
**Disability
Employers' Network**