



Disability Inclusion Excellence Framework (DIEF)
A 5-Stage Model for Designing and Implementing Inclusive Workplaces

Stage	Purpose	Key Actions	Intended Outcome
1. Assess	Understand the current context	<ul style="list-style-type: none">– Conduct accessibility audits (physical, digital, HR processes)– Run employee & HR surveys or focus groups– Benchmark against global standards	Baseline data pinpointing inclusion strengths and gaps
2. Design	Create strategic, tailored policies	<ul style="list-style-type: none">– Develop inclusive HR and accommodation policies– Align with organizational mission– Design awareness campaigns– Ensure accessible systems	A framework aligned with organizational values and inclusion goals
3. Build Capacity	Equip staff to enact inclusion	<ul style="list-style-type: none">– Train managers in inclusive leadership– Hold staff workshops on accessibility & allyship– Establish disability-focused ERGs– Produce HR toolkits	Staff with knowledge, tools, and support to lead inclusion
4. Implement	Embed inclusion into daily operations	<ul style="list-style-type: none">– Deploy inclusive hiring practices– Launch streamlined accommodation request processes– Provide accessible formats and assistive tech– Appoint inclusion champions	Everyday workplace practices that are accessible and equitable
5. Evaluate & Sustain	Monitor progress & ensure long-term impact	<ul style="list-style-type: none">– Track KPIs (e.g., hiring, retention, satisfaction)– Conduct regular inclusion audits– Integrate into CSR/strategic plans and leadership training	Measurable, sustainable, and scalable disability inclusion efforts