



Get equipped



Want to find out how inclusive your company is?
Use the Inclusive Index for a self-assessment at
singapore.benchmarkability.org

Inclusive Index

WORKPLACE DISABILITY INCLUSIVE INDEX

A self-assessment tool for employers in Singapore to identify areas for improvement in six key areas



The Inclusive Index helps companies develop a broader awareness on how they can support employees with different abilities in the workforce. Standard Chartered is delighted to contribute to this meaningful endeavour. This is part of our commitment to build an inclusive and high-performing environment where employees can realise their full potential.

— **Ms Lee Woei Shiuan**
Head of CEO Office and Chairperson of Diversity & Inclusion Committee, Standard Chartered Bank



We are open to hiring persons with disabilities as long as the person is willing to work hard and able to contribute to the company. We participated in the Inclusive Index to know and understand more on how we can contribute to the society, and it has helped us gain more knowledge in opening up our horizons on the topic of disability and the various ways we can help them.

— **Mr Steven Ang**
Managing Director, Infantino Enterprise

Workshops

Be equipped with the essential knowledge and skills to interact, integrate and support persons with disabilities in the workplace



The workshop was interactive, varied and had useful content to allow me to share with others as an ambassador.

— **Mr Jeffrey Choo**
Vice President, Global Banking and Markets Technology, Merrill Lynch Global Services

This workshop allows me to learn from others about their experience with persons with disabilities. Glad to know that Singapore is creating an inclusive environment.

— **Ms Kathleen Chan**
HR Leader, Sales & Service, Diversity and Inclusion, Asia Pacific Cummins Asia Pacific Pte Ltd

This course has enabled me to learn more on how to interact with persons with disabilities, and how to ask appropriate questions when interviewing them.

— **Ms Cheryl Poon**
Senior Manager, Human Resource & Organisational Development, Corporate Development, National Youth Council

This workshop makes me more prepared and sensitive towards persons with disabilities, especially on how we term them.

— **Ms Ernie Khairoonnisa**
Senior Executive, Social Programmes and Transfers Department, Central Provident Fund Board

Online HRM Series for Employers

SG Enable has developed a series of online Human Resource Management (HRM) guides to equip employers with practical self-help tips to build their capabilities to hire, retain and develop persons with disabilities in their workforce.



Recruitment and Hiring

This guide allows employers and HR professionals to learn more about the different types of disabilities, examine the current recruitment processes and procedures in the company, the types of jobs that would be suitable for persons with disabilities, and how employers can hire and integrate persons with disabilities into their organisations.



Job Accommodation and Workplace Accessibility

This guide allows employers and HR professionals to understand the basics and benefits of accommodation and accessibility, as well as the role of employers and considerations necessary to put in place an accommodation process. There is also a self-assessment checklist for organisations to examine various aspects such as the external and internal environment, company culture and emergency evacuation considerations.



Assistive Technology & e-Accessibility

This guide allows employers, HR professionals and persons with disabilities to understand the different types of assistive technology devices and their functions. It also includes guidelines on the adoption and implementation of assistive technology as well as the basics of providing accessible content.



Career Development & Retention of Employees with Disabilities

This guide assists employers and supervisors to plan for the career development and retention of employees with disabilities in their organisations.