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

**ORGANISATIONAL POLICY AND PRACTICE**

1. Does your organisation have any policies around disability inclusion for current or future employees?
   - [ ] Yes
   - [ ] No
   - [ ] Unsure

2. Does your organisation have employing people with a disability as a strategic priority?
   - [ ] Yes
   - [ ] No
   - [ ] Unsure

3. Are you confident your organisation communicates in a way that is accessible to employees with disability?
   - [ ] Yes
   - [ ] No
   - [ ] Unsure
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?

Are you confident your organisation is perceived as inclusive and accessible?

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?

What do you think the benefits would be to the LGBTI+ community if employing people with disability was a priority?
### CULTURAL SAFETY IN THE WORKPLACE

<table>
<thead>
<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
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</thead>
<tbody>
<tr>
<td>1. Have you completed Disability Inclusion Training in the past 12 months? (If yes, what training and who provided it?)</td>
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<td>2. Do you have a Disability Action Plan (or similar) in your organisation?</td>
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<td>3. Are you confident that your organisation is a safe space to have conversations around accessibility and inclusion for staff members with disabilities?</td>
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<td>4. How important do you think it is to have organisational-wide conversations around accessibility and inclusion?</td>
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<tr>
<td>Question</td>
<td>Yes</td>
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<tr>
<td>1. Do you ask candidates about their access requirements prior to their interview?</td>
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<td>2. Does your organisation advertise positions with Disability Employment Service Providers or other disability networks?</td>
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<td>3. When you recruit for positions, do you explicitly encourage LGBTI+ people with disability to apply?</td>
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<td>4. When you recruit people for vacant positions, are the position descriptions and other documents formatted for accessibility?</td>
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<td>5. What do you think would help make the job application process more accessible at your organisation?</td>
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ACCESS AND ADJUSTMENTS AT WORK

1. Do you ask your employees if they have any access requirements or need workplace adjustments?
   - Yes
   - No
   - Unsure

2. Is there a clear process for employees to request access requirements/workplace adjustments in the workplace?
   - Yes
   - No
   - Unsure

3. Do you feel confident asking current or potential employees about their access requirements or workplace adjustments?
   - Yes
   - No
   - Unsure

4. What could your organisation do to improve the conversation around access requirements and workplace adjustments in the workplace?
   - Yes
   - No
   - Unsure