

# Achieving enterprise-wide inclusion

**Broadening your organisation's adoption of accessible tools and processes**

For ongoing positive impact, it's important accessibility tools become part of the fabric of the organisation, woven into core business systems and processes. **Enterprise-wide adoption can help business leaders strive to address a range of critical, enterprise-wide business priorities:**

## Chief Technology Officer

- Integration of disparate business systems.
- Ensuring technology caters for broadest range of employee needs.
- Automating time-consuming processes.
- Providing training and support in the most efficient manner.

## Chief Financial Officer

- Optimising employee tenure and productivity.
- Driving competitive advantage.
- Generating proven ROI from any technology investments.

## Chief Legal Officer

- Making inclusive purchasing decisions.
- Negotiating and managing ongoing contracts with technology vendors.
- Reporting on regulatory and compliance requirements.

# How can accelerating adoption of accessibility-focused tools make an impact?

Broadening your organisation's use of accessibility tools and processes across the organisation can potentially help:

## Boost financial performance



Organisations focused on disability achieve **28% higher revenue, double the net income, and 30% higher economic profit margins** over a four-year period.<sup>1</sup>

## Maximise employee tenure and productivity

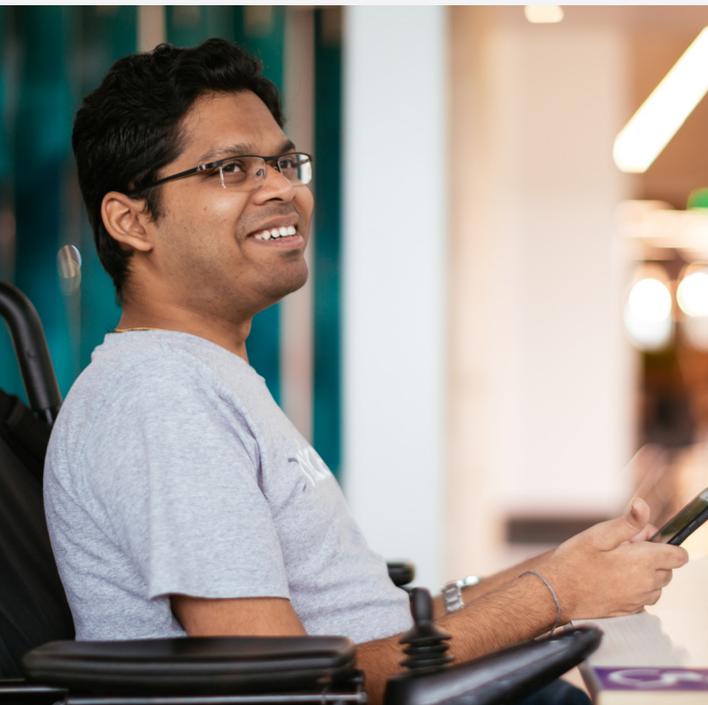
Unless accessibility tools are built-in to the business, any workers with a disability can't achieve full productivity. Failure to embed inclusivity costs can possibly result in lost efficiency and talent.

## Enhance reputation and competitive advantage

Showcasing accessibility and inclusivity is positive for an organisation's brand and reputation, which in some cases can lead to greater sales and an improved customer experience.

## Improve productivity across the organisation

Using assistive technology to make workplaces more accessible can, in some instances, make work easier and more effective for all employees, not just those with disabilities.





# Rolling out accessibility tools enterprise-wide: an action plan

- 1 Evaluate your technology**

Do your core business solutions support accessibility? If not, do they need to be re-evaluated? It may be productive to consider generative AI tools such as Microsoft Copilot to **automatically** leverage accessibility tools where needed — without the user needing to take a specific action.

The low-code/no-code Microsoft Power Platform can also provide you with critical insights to drive organisation-wide improvement.
- 2 Set goals**

Determine your accessibility goals for the broader enterprise. What do you want to achieve?
- 3 Implement metrics**

Consider how you will measure your overall adoption of accessibility.
- 4 Prioritise**

Rather than tackling accessibility all at once, consider incremental improvements.
- 5 Train your people**

Provide quality training to ensure everyone knows how to use the tools at hand.
- 6 Accelerate impact**

Measure and showcase any improvements to build momentum and positively impact your workplace culture. Ensure your leadership remains on-board and committed.

## How can Microsoft help?

Microsoft can offer support and guidance to help your organisation step-up its accessibility. Our expert team can evaluate your existing use of accessibility features and help you determine which tools could be the most beneficial to your people — and how to start using them.

Speak with your Microsoft Account Team or a Microsoft partner to develop a plan for your organisation.