

What is physical disability and how does this impact work?

Physical disability is an impairment to an individual's body that impacts their life. It can be present from birth or acquired through accident, injury or illness. Impacts may be constant or fluctuate and the same disability may also vary widely from person to person.

What this might look like:

- Loss of sight or hearing
- Injury or loss of limbs
- Limited mobility
- Spinal injuries
- Head injuries

DEIB strategies to consider

- Conduct an audit of accessibility within your organisation.
- Understand legal responsibilities as an employer, and rights for employees.
- Make premises more physically accessible.
- Ensure reasonable adjustments are made, either as results of audits or through identified concerns.
- Build a supportive culture and ensure support is available if/when needed.

Benefits of this diversity group in the workplace

- Increases talent pools, knowledge, skills and experience within an organisation
- Provides diverse perspectives that enable creative problem solving, or awareness of things that may cause issues
- Increases organisational reputation through prioritising diversity and equal rights
- Cost effective: once in employment, individuals with physical disabilities have been shown to take fewer sick days¹, hold lower rates of workplace injury², and remain in employment longer³ than their fully able-bodied counterparts.

1 Australian Safety and Compensation Council. (2007).

2 Graffam et al., (2002). Employer benefits and costs of employing a person with a disability. *Rehabilitation*, 17, 251 - 263.

3 Lindsay et al., (2018). A systematic review of the benefits of hiring people with disabilities. *Rehabilitation*, 28(634-635)