KEY INCLUSION ASSESSMENT

MEASURING AND REPORTING INCLUSION

MAY 2025

Measuring, managing and reporting on inclusion activities poses challenges for many companies.

ESG reporting

Management and leadership

Inclusion Manager, Inclusion Officer, D&I managers

Manage risks and opportunities

Legal pressure for EU-compliant reporting

Build an inclusion roadmap and show success

The Key Inclusion Assessment enables the measurement, controlling and communication of inclusion success.

The Key Inclusion Assessment is
the ideal basis if you ...

- look for **actionable metrics** and a clear report format

- want to initiate a **KPI-based measurement of progress**

- need KPIs and text modules for your **sustainability reporting** according to EU CSRD

- rely on a **data-based management tool** for your inclusion work

The tool accompanies you on your inclusion journey in the long term.

Determining the status of inclusion in a benchmarking comparison
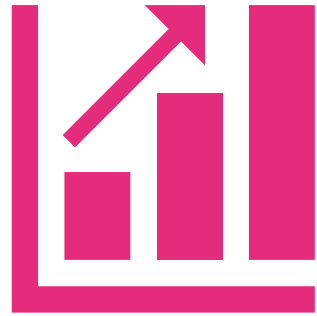
Tracking the progress of inclusion activities

Clear metrics for reporting

Accompaniment and control of the inclusion process

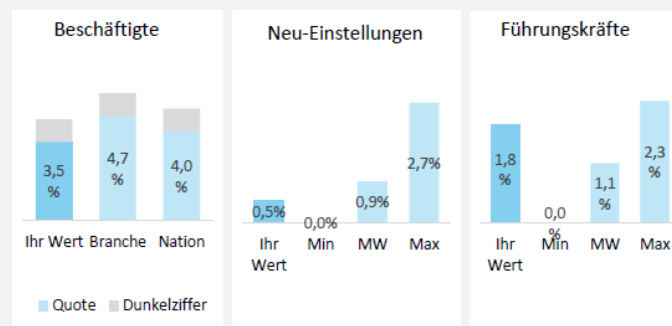# You will receive a clear dashboard, texts for sustainability reporting and recommendations.

In just a few steps, you can access the dashboard and report and control your activities in a structured way.

DIALOGHAUS HAMBURG

1	2	3	4	5
Introductory talk	Accompaniment Data-Elevation	Analysis & Report Creation	Discussion of results	Re-Evaluation
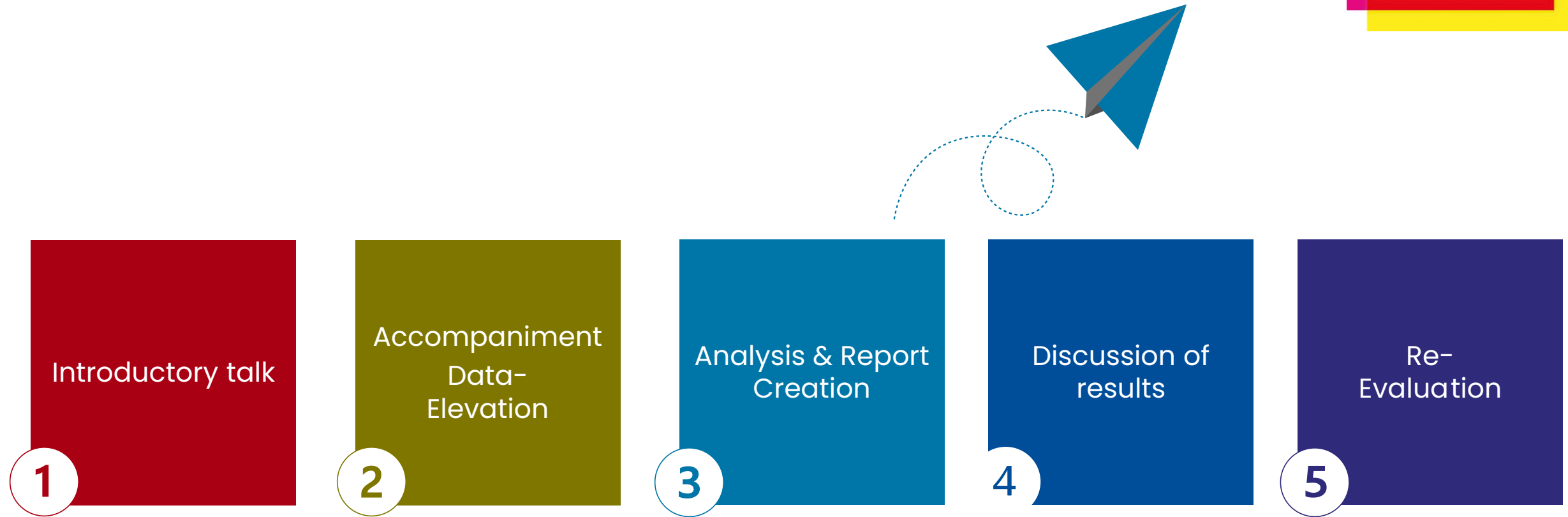
The results provide the optimal basis for decisions and reporting.

After successful transmission, the data is analysed, compared with benchmarking values and processed in accordance with applicable EU reporting standards. The resulting report includes:

- Clear dashboard, incl. key figures & benchmark

- Background knowledge on the EU standards & guidelines for inclusion measurement

- Suggestions for text modules for your sustainability reporting

- In-depth data preparation & recommendations for interpreting KPIs
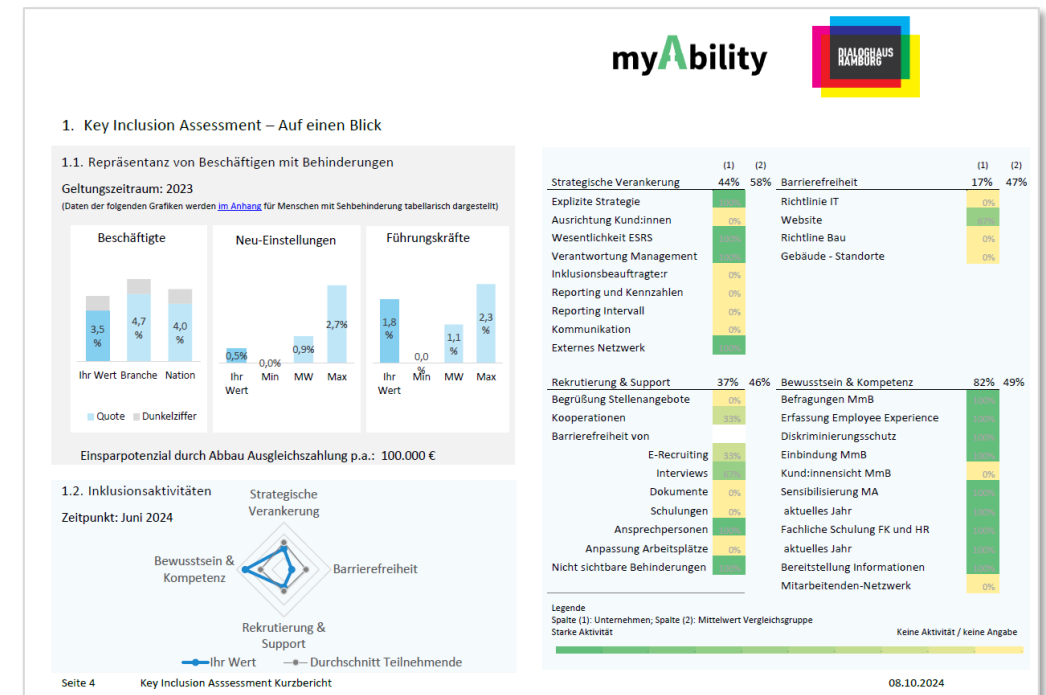
In addition to the representation of people with disabilities, four relevant fields of action are analyzed.

Strategic anchoring

- Explicit strategy
- Management resposibilities
- Reporting

Accessibility

- Structural accessibility
- Digital accessibility

Recruitment & Support

- Sourcing
- Recruitment process
- Contacts

Awareness & Competence

- Integration of persons with disabilities
- Training
- Network

Radar chart axes: Strategic Implementation, Accessibility, People – Recruitment & Support, Awareness & Competence.
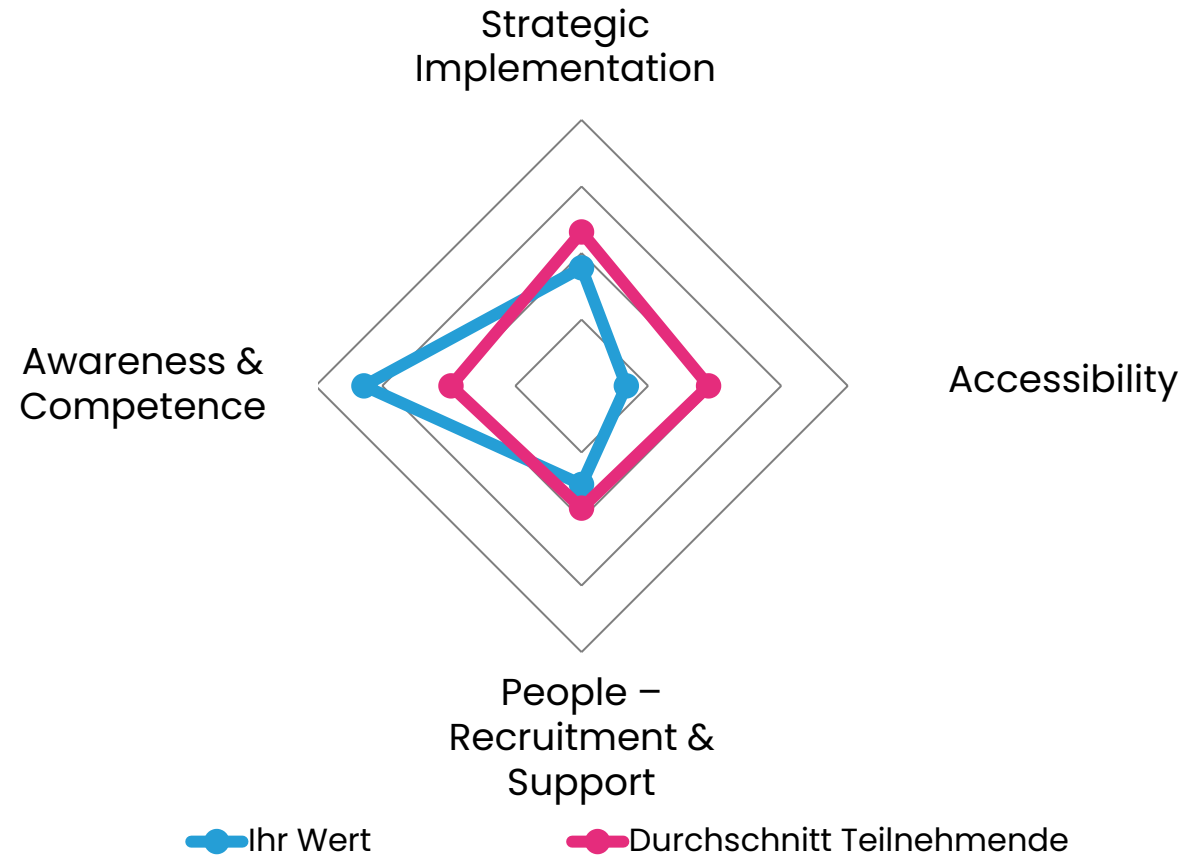
Legend: Ihr Wert — Durchschnitt Teilnehmende

KPIs and results are prepared as text modules forRepres sustainability reporting.

KPIs from all relevant fields of action and representation

Social Sustainability Reporting according to European Sustainability Reporting Standards (ESRS)

Recruiting & Support

Strategic Representation

Repräsentanz

Accessibility

Awareness & Competence
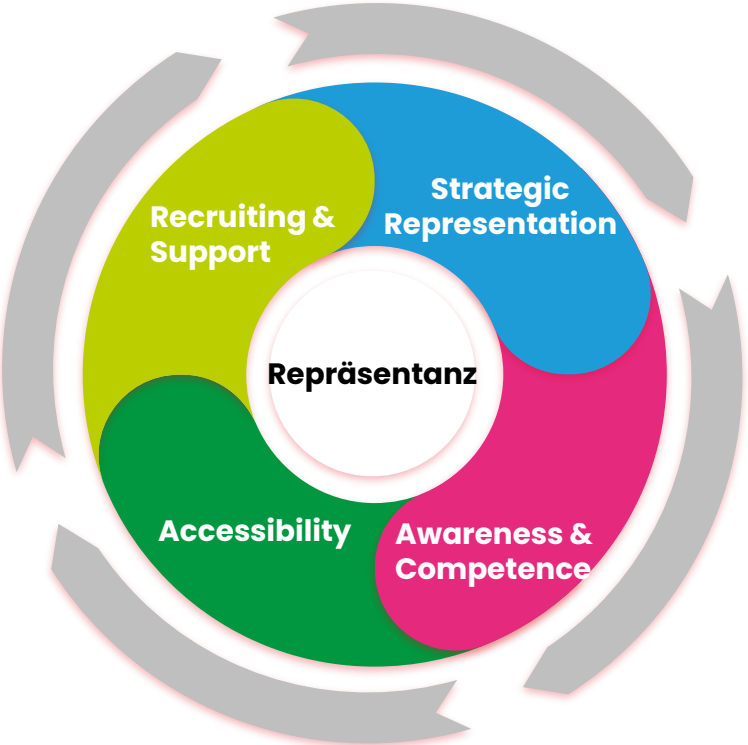
S1 Own Workforce:
Employment & Inclusion of People with Disabilities

S4 Consumers & End Users:
Social Inclusion – Access to Products & Services

Different expertise was included in the development of the Key Inclusion Assessment.

Joint development of **Dialoghaus Hamburg** and **myAbility**

Using **Self-Assessment-Tool** von **ILO GBDN**
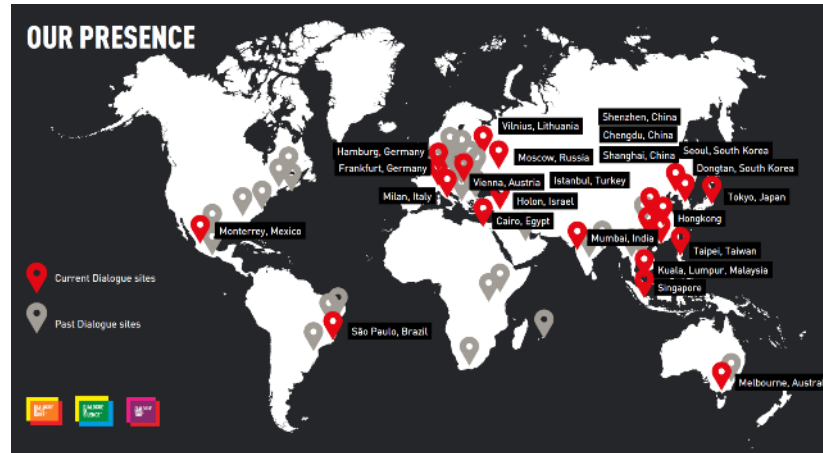
Tested by **international companies** and national research project (INNOKLUSIO

Proven system through extensive test phase with well-known companies!

Your partner
for an inclusive business world.

DIALOG IM DUNKELN
EINE AUSSTELLUNG ZUR ENTDECKUNG DES UNSICHTBAREN

OUR PRESENCE

About us

- We are a non-profit social enterprise that promotes inclusion and empathy in society and the economy.
- Based on "dialogue in the dark", we have developed into an established provider with broad competencies and international references.
- We offer unique learning experiences that bring about real behavioral change. The spectrum ranges from exhibitions to workshops to long-term programs.
- We accompany companies on their inclusion journey with our network of partners and the teaching of best practices.

We in numbers

>20
Years of **experience** in inclusion, leadership and team performance

>10
Millions of **visitors** to our exhibitions and workshops

>20
Dialogue partners worldwide on six continents

>50%
Employees with disabilities at Dialog locations

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