

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 ...

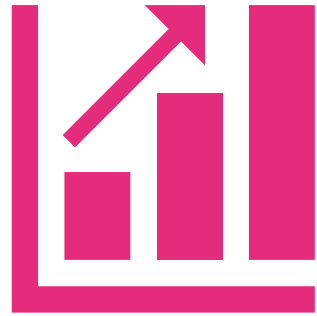
- look for **actionable metrics** and a clear report format
- want to initiate a **KPI-based measurement of progress**
- need KPIs and text modules for your **sustainability reporting** according to EU CSRD
- rely on a **data-based management tool** for your inclusion work



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.

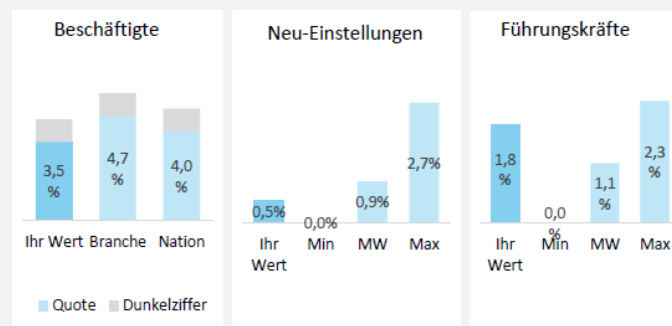


1. Key Inclusion Assessment – Auf einen Blick

1.1. Repräsentanz von Beschäftigten mit Behinderungen

Geltungszeitraum: 2023

(Daten der folgenden Grafiken werden im Anhang für Menschen mit Sehbehinderung tabellarisch dargestellt)



Einsparpotenzial durch Abbau Ausgleichszahlung p.a.: 100.000 €

Zeitpunkt: Februar 2025



Seite 3 Key Inclusion Assessment Kurzbericht

myAbility



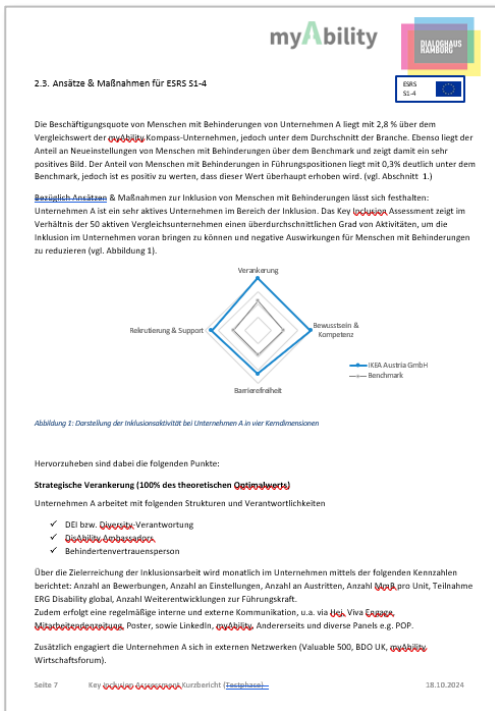
	(1)	(2)		(1)	(2)
Strategische Verankerung	72%	58%	Bewusstsein & Kompetenz	32%	48%
Explizite Strategie	100%		Diskriminierungsschutz	100%	
Ausrichtung Kund:innen	50%		Erfassung Employee Experience	0%	
Wesentlichkeit ESRS	100%		Befragungen MmB	0%	
Verantwortung Management	0%		Einbindung MmB	0%	
Inklusionsbeauftragte:r	100%		Kund:innensicht MmB	100%	
Ressourcen	100%		Sensibilisierung MA	0%	
Förderungsmöglichkeiten	100%		aktuelles Jahr	0%	
Reporting und Kennzahlen	100%		Schulung FK & HR	100%	
Reporting Intervall	40%		aktuelles Jahr	0%	
Kommunikation	100%		Informationsbereitstellung	50%	
Externes Netzwerk	0%		Mitarbeitenden-Netzwerk	0%	
Barrierefreiheit	29%	49%	Rekrutierung & Support	42%	45%
Richtlinie IT-intern	0%		Förderung Bewerbungen	0%	
Richtlinie IT-extern	50%		Kooperationen Rekrutierung	100%	
Website	67%		Barrierefreiheit		
Produkte, Dienstleistungen (EAA)	50%		E-Recruiting	33%	
Richtlinie Bau intern	0%		Interviews	33%	
Richtlinie Bau extern	0%		Dokumente	33%	
Gebäude - Standorte intern	33%		Schulungen	33%	
Gebäude - Standorte extern	33%		Ansprechpersonen	100%	
			Anpassung Arbeitsplätze	50%	
			Nicht sichtbare Behinderungen	0%	

Legende:

Je Handlungsfeld für Inklusionsaktivitäten werden in der Überschrift der Tabelle zuerst der eigene Wert, dann (in Klammern) der Durchschnitt der Teilnehmenden am Key Inclusion Assessment genannt.
Der eigene Wert entspricht dem Mittelwert der bewerteten Aktivitäten je Handlungsfeld.
Die Bewertungen der Aktivitäten werden durch eine Farbskala verdeutlicht:
Von Starke Aktivität (grün) bis zu keine Aktivität / keine Angabe (gelb)

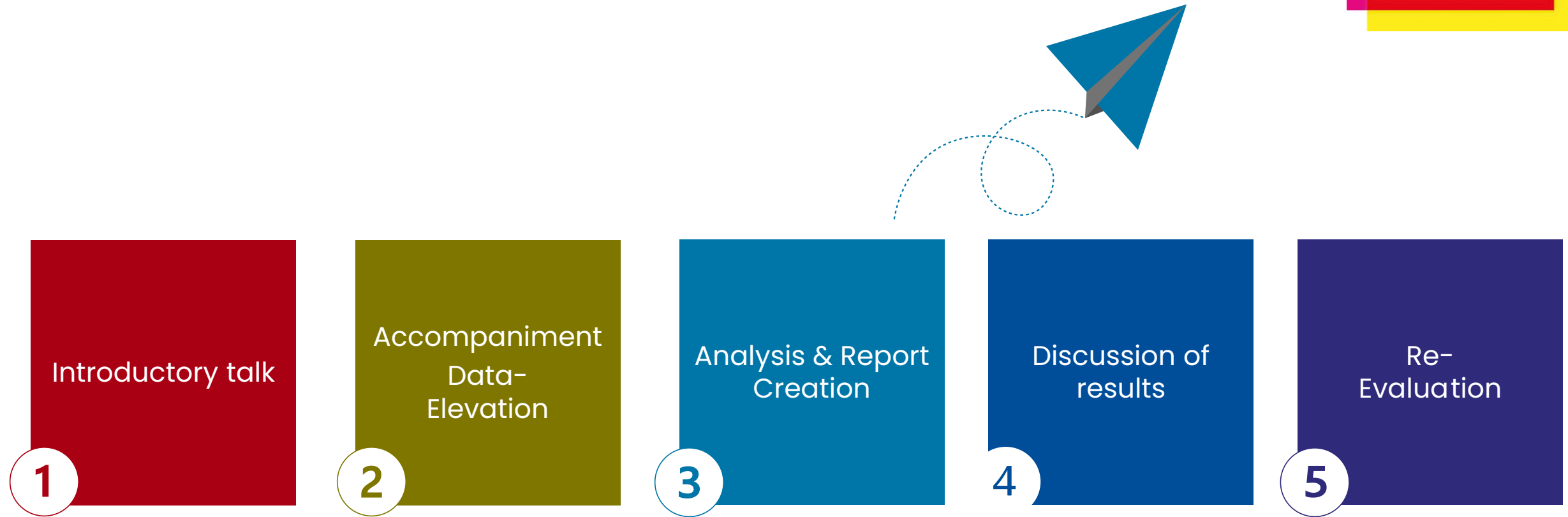
Die Datengrundlage aller Vergleichswerte auf dieser Seite (Nation, Branche, Gruppe) wird im Anhang erläutert.

20.03.2025



Seite 9 Key Inclusion Assessment Kurzbericht (Anhang)

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

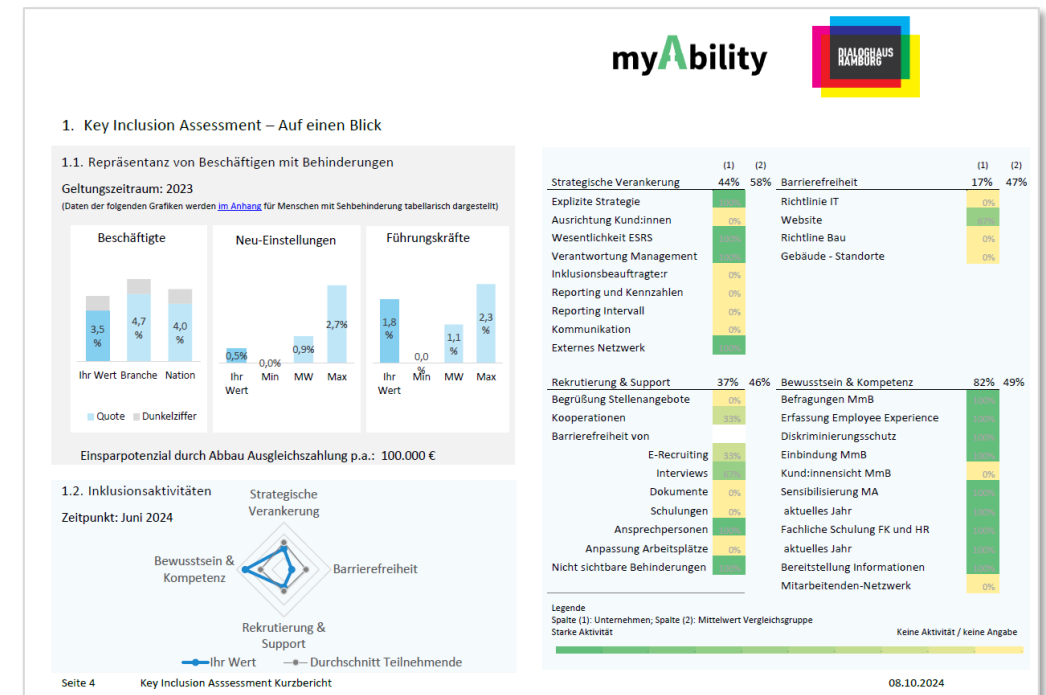


The results provide the optimal basis for decisions and reporting.



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 responsibilities
- Reporting

Accessibility

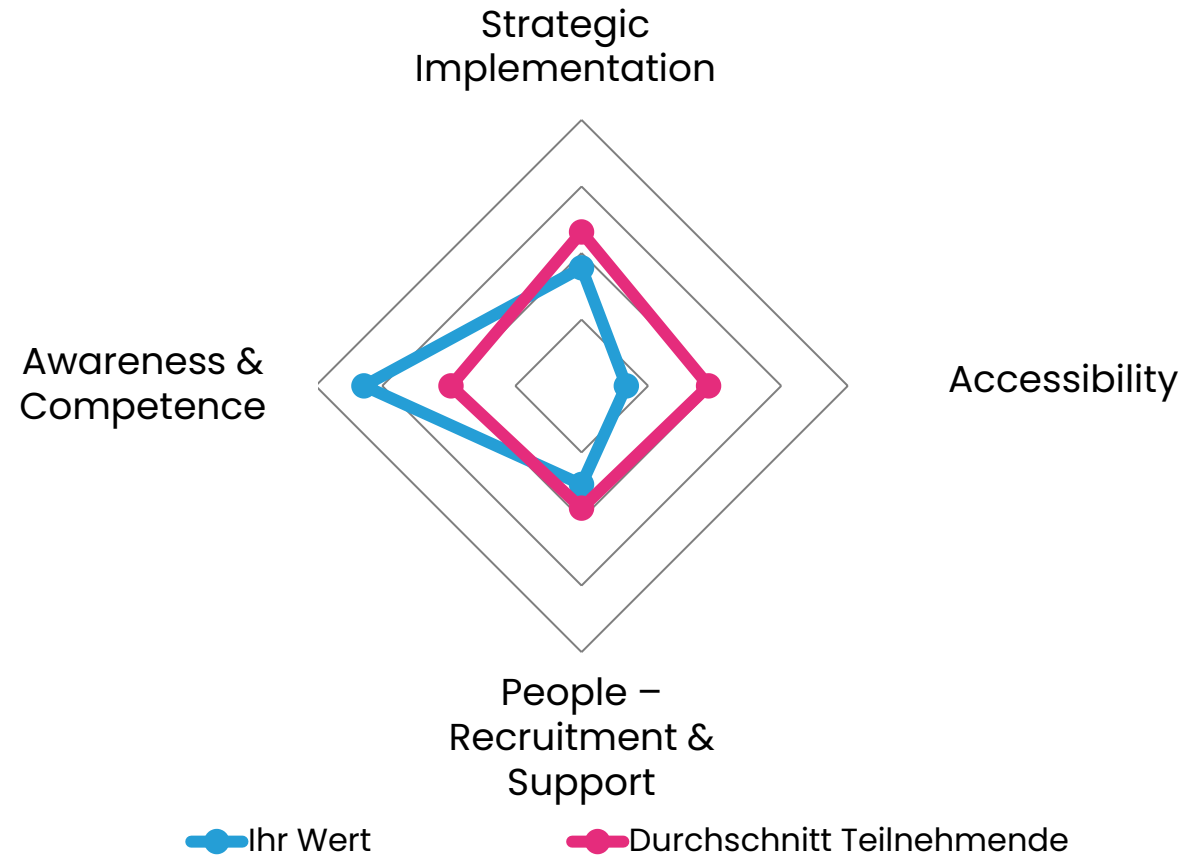
- Structural accessibility
- Digital accessibility

Recruitment & Support

- Sourcing
- Recruitment process
- Contacts

Awareness & Competence

- Integration of persons with disabilities
- Training
- Network

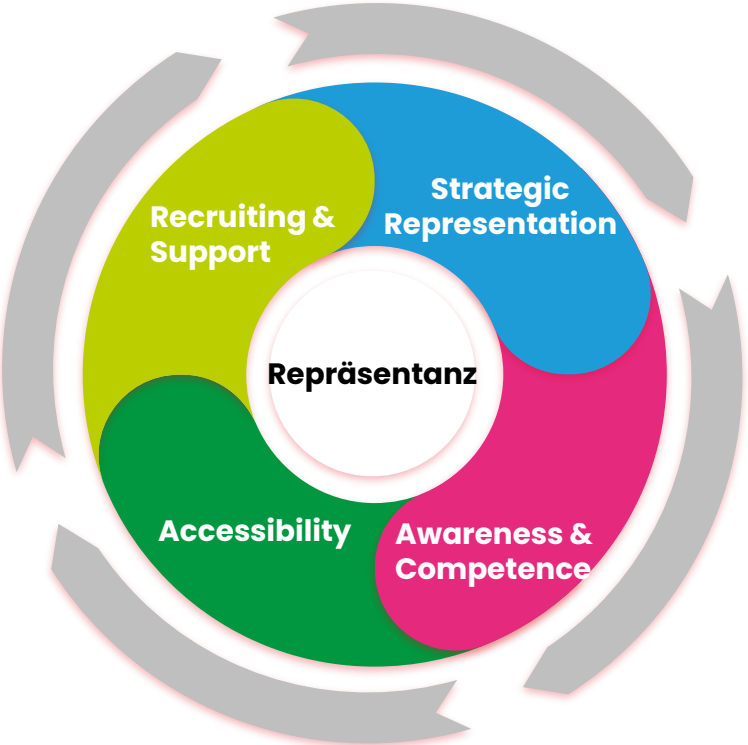


KPIs and results are prepared as text modules for Repres sustainability reporting.



KPIs from all relevant fields of action and representation

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



**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.



myAbility



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK



ING



Wooga



REWE
GROUP



BASF

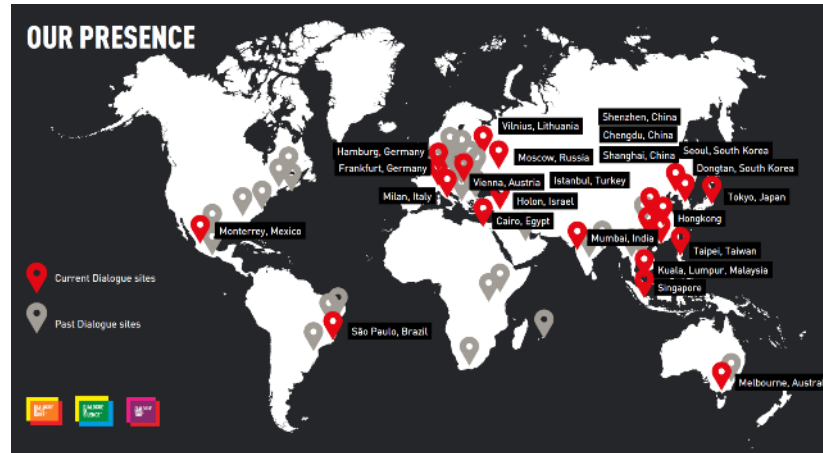
Joint development of
Dialoghaus Hamburg and
myAbility

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.



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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Dialoghaus Hamburg gGmbH
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