Creating an Enabling Environment for Staff with Disabilities in the World Bank Group

International Day of Persons with Disabilities
"Disability-Inclusive Sustainable Development"

Dr Clarence L Brown
Health Services Department,
World Bank Group
Aims

- To describe the Health Services programs (World Bank Group’s) to support people with disabilities in the workplace
- Guideline and Procedures
- Occupational Health Services
- Return to work, accommodations, workplace evaluations
The World Bank Group’s Goals Are…

- To be a leader among the international organizations on disabilities, as part of our overall commitment to diversity and inclusion
- Bank buildings worldwide are designated as accessible buildings
- Resources available for meeting needs of staff who have a disability
- Systematic approach to addressing the needs
The Current Approach

- Policy- Established Guideline Document
- Accommodations—Disabilities Accommodation Fund (DAF) to centrally reimburse cost of accommodations
- Career Development—Equal opportunity
- Infrastructure and Services—Ensuring accessible facilities and services
- Technology—Established Assistive Technology Program and Center to provide products & services for staff with physical & sensory limitations
- Communications/awareness-raising—Publish articles in intranet news, produced video & resource guide, organize roundtables & events
Commonly-Asked Questions

- **How do we define disabilities?** Different definitions are used for different purposes, but all generally encompass physician-documented mental or physical conditions that have an impact on workplace activity.

- **How many disabled staff are there?** We don’t know, since disability is a self-reported characteristic and we don’t ask at present.

- **What are we doing to hire more disabled people?** Nothing to hire people just because they are disabled…but everything to make us an employer of choice when the best candidate is disabled—People with disabilities are not special people; they are people with special needs.