

YMU ACCESS: 2020/2021 MANIFESTO

YMU Access is a committee created to champion the rights of those affected by disability. The committee's primary purpose is to enable employees to support each other and suggest meaningful actions to make YMU a more representative place to work and, importantly, be a force for positive change. The committee will include representatives from every YMU division and will be chaired by Amanda Harris.

“If you want to be a true professional, you will do something outside of yourself. Something to repair tears in your community. Something to make life a little better for people less fortunate than you. That’s what I think a meaningful life is — not living for oneself, but for one’s community”

- JUSTICE RUTH BADER GINSBURG

BETTER BUSINESS

1 in 4 people in the US have a disability.

1 in 5 people in the UK have a disability.

1 in 7 people in the world have a disability.

As a business, we ignore this significant sector of society at our commercial peril.

In the UK alone, the ‘purple’ pound — the spending power of disabled people and their families — is worth a staggering £274 billion and is estimated to be raising by 14% per year, yet less than 10% of organisations have a targeted plan to access the disability market.

This is a huge missed opportunity for organisations who could benefit both socially and commercially by accessing the disability market (Purple Tuesday, 2020).

ACCESS, AUTHENTICITY, ACTION

Access: ‘Accessibility is a right, not a privilege’ Samantha Renke, disability campaigner. YMU will promote the rights of those affected by disability to work, to perform, to be represented and to access all opportunities. We will look at how we hire, our client criteria, and our policies for those working with disabilities or caring for disabled loved ones.

Authenticity: To understand YMU’s role in all matters that affect those living with a disability (visible, invisible or a neurodiversity).

Action: The committee will identify action-led directives, with SMART objectives and deliverables, that will be monitored and measured every month

The AAA plan will be agreed during our first committee meeting.
