

LEADS Framework for Disability Inclusion

A Bottom-Up, Employee-Centered Assessment Framework

40 survey questions · 5 domains · 10 demographic questions · Grounded in Canadian and U.S. disability law

WHAT IS LEADS

LEADS is an open-access, bottom-up, employee-centered disability inclusion assessment framework. It is designed to be answered by all employees regardless of disability status, and administered by employees, Employee Resource Groups (ERGs), and inclusion leaders.

LEADS is designed to supplement existing tools by giving a voice to employees with disabilities. It does not seek to replace any existing framework or assessment.

WHY LEADS

Existing corporate disability inclusion assessments primarily rely on organizations and company leadership to evaluate their own policies, practices, and accommodations. They do not directly ask employees with disabilities about their lived experience with disability inclusion during day-to-day work.

Research consistently shows that this top-down approach overstates disability inclusion outcomes relative to the actual experiences of employees with disabilities.

The only reliable signal is the lived experience of the employees themselves.

FIVE DOMAINS

- L Leadership Support**
Does my manager actively support my workplace accommodation needs?
8 questions · 7 Likert + 1 Yes/No
- E Equity in Opportunity**
Do I have equal access to career development, promotion, and recognition?
7 questions · 6 Likert + 1 Yes/No
- A Accommodation Adequacy**
Are my accommodation needs met in a transparent, timely, and dignified way?
9 questions · 6 Likert + 3 Yes/No
- D Disclosure and Dignity**
Do I feel safe disclosing my disability without fear of discrimination or judgment?
7 questions · 5 Likert + 2 Yes/No
- S Systemic and Cultural Inclusion**
Does the culture of my organization actively support disability inclusion?
9 questions · 7 Likert + 2 Yes/No

RESPONSE SCORING RUBRIC

Exemplary	4.5–5.0 avg · 90–100% Yes
Adequate	3.5–4.4 avg · 70–89% Yes
Needs Improvement	2.5–3.4 avg · 50–69% Yes
Critical	< 2.5 avg · < 50% Yes

WHO SHOULD USE THIS

LEADS is designed to be openly available for use and implementation by employees, disability ERGs, and inclusion leaders within Canadian and U.S. organizations — at no cost and with no external party or consultant required. The framework can also be adapted for organizations outside Canada and the U.S.

HOW TO IMPLEMENT LEADS

- 01 Get the Survey Template**
Use the ready-to-use 50-question Microsoft Forms template. Review and adapt questions as needed while preserving the core five-domain structure.
• [Survey Template](#) → [leadsframework.pages.dev](#)
- 02 Configure and Distribute**
Set up on an enterprise platform with a Data Processing Agreement (e.g., Microsoft 365 for Business or Google Workspace). Distribute an anonymous link to all employees. All employees respond regardless of disability status. Participation is entirely voluntary.
- 03 Score and Analyze**
Calculate average Likert scores and percentage of Yes responses per question. See the free online Score Calculator to compute domain averages and an overall LEADS score automatically.
• [Score Calculator](#) → [leadsframework.pages.dev/calculator](#)
- 04 Report and Act**
Prepare a report with domain results, low-scoring questions, key findings, and recommended actions. Present to senior leadership with a 90-day action plan and KPIs. Share results with all participants. Repeat annually.
• [Download PDF Report](#) → [leadsframework.pages.dev/calculator](#)

DESIGN PRINCIPLES

- Employee-Centered**
LEADS questions are answered by employees, not organizations or leadership teams.
- Supplementary by Design**
Intended to be used alongside existing assessments, not as a replacement.
- Universal Participation**
All employees respond regardless of disability status, enabling comparison across groups.
- Adaptable**
Questions and language can be adapted for your organization while preserving the core five-domain structure.