

The future is already here: Driving the next phase of disability culture change via the vehicle of high impact disability ERG/Networks.

Introducing The Futurists



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The future is already here...

Established in 2015, PurpleSpace arrived on the scene when disability Employee Resource Groups (ERG) were starting to come into their own.

Our mission is to super-charge the ability of organisations and individuals to build disability confidence 'from the inside out' by offering a world-class methodology to support the creation and sustainability of disability ERGs. We predicted that by doing so we would enable organisations to increase the pace of change in building inclusive workplaces and workplace culture.

It's what we refer to at PurpleSpace as 'the third phase of change'.



The Third Phase of Change



The first phase starts with the passing of disability employment equality legislation (for example, the Americans with Disabilities Act in the US in 1990, the Disability Discrimination Act in the UK in 1995 or the Rights of Persons with Disabilities Act in India in 1996).



It then moves to a **second stage** where enlightened employers make efforts to become more disability-confident and disability smart organisations through the systematic use of best practice employment and business tools, often delivered by employer-led networks like Business Disability Forum (UK), Disability:In (US), the ILO Global Business and Disability Network (Global) and The Valuable 500 (Global).







But in many parts of the world, we have moved into and are awakening a **third phase** where employees with disabilities are connecting with each other to drive change: sharing their experiences to help themselves and their employers to routinely anticipate, expertly accommodate and positively celebrate this aspect of human difference.

It was for this reason that PurpleSpace was established: to stimulate, create and super-charge the leadership capability of disability ERGs to build internal communities of change globally.

PurpleSpace Strategy 2022-2025

To accelerate the pace of change and enable organisations to evolve from traditional top-down approaches to disability inclusion, PurpleSpace has launched a three-year strategy (2022 – 2025) that focuses on four priorities:

-  **Priority One: Networkology.** Building high performing disability ERGs via enhanced leadership capacity and succession planning for the next generation of ERG change agents.
-  **Priority Two: Inner Confidence.** Supporting organisations to develop the inner confidence of every employee with a disability (approximately 12% of every workforce).
-  **Priority Three: Global Community.** Accelerating the global growth of the disability ERG movement and connecting ERG leaders from around the world with each other.
-  **Priority Four: Celebration.** Extending the #PositivelyPurple movement (formerly #PurpleLightUp) to ensure a universal, global and life-affirming celebration of the contribution of employees with disabilities as a mark of respect to the UN International Day of Persons with Disabilities.



Introducing the Futurists

To coincide with the refreshed strategy, PurpleSpace launched the '**Futurists**', a new select membership category of companies choosing to invest in our capacity to expand the global growth of disability ERGs.

This new funding commitment enables membership to an innovation hub that will establish the global, universal standards in how to create and sustain high impact, high return disability ERGs.

In addition, **Futurist** membership builds on the practical benefits of Core Membership by enabling access to on-going strategic advice from a Senior Futurist Coach.

Futurists contribute to the creation and development of a shared knowledge hub and repository of information, learning and development so that PurpleSpace can cascade the intellectual assets more widely.

Futurists know that investing in an employee-led model of disability inclusion is an effective way to meet their ESG commitments and Sustainable Development Goals.

Futurists choose to invest in their own home-grown change agents, because they know they want their organisation to succeed.

Futurists understand that the ONLY way to build disability confidence is from the inside out.



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Accelerating PurpleSpace's capacity to grow the global disability ERG movement

The investment made by Futurists members builds an innovation hub that will establish the global, universal standards in how to create and sustain high impact, high return disability ERGs.

Futurist funded initiatives include:

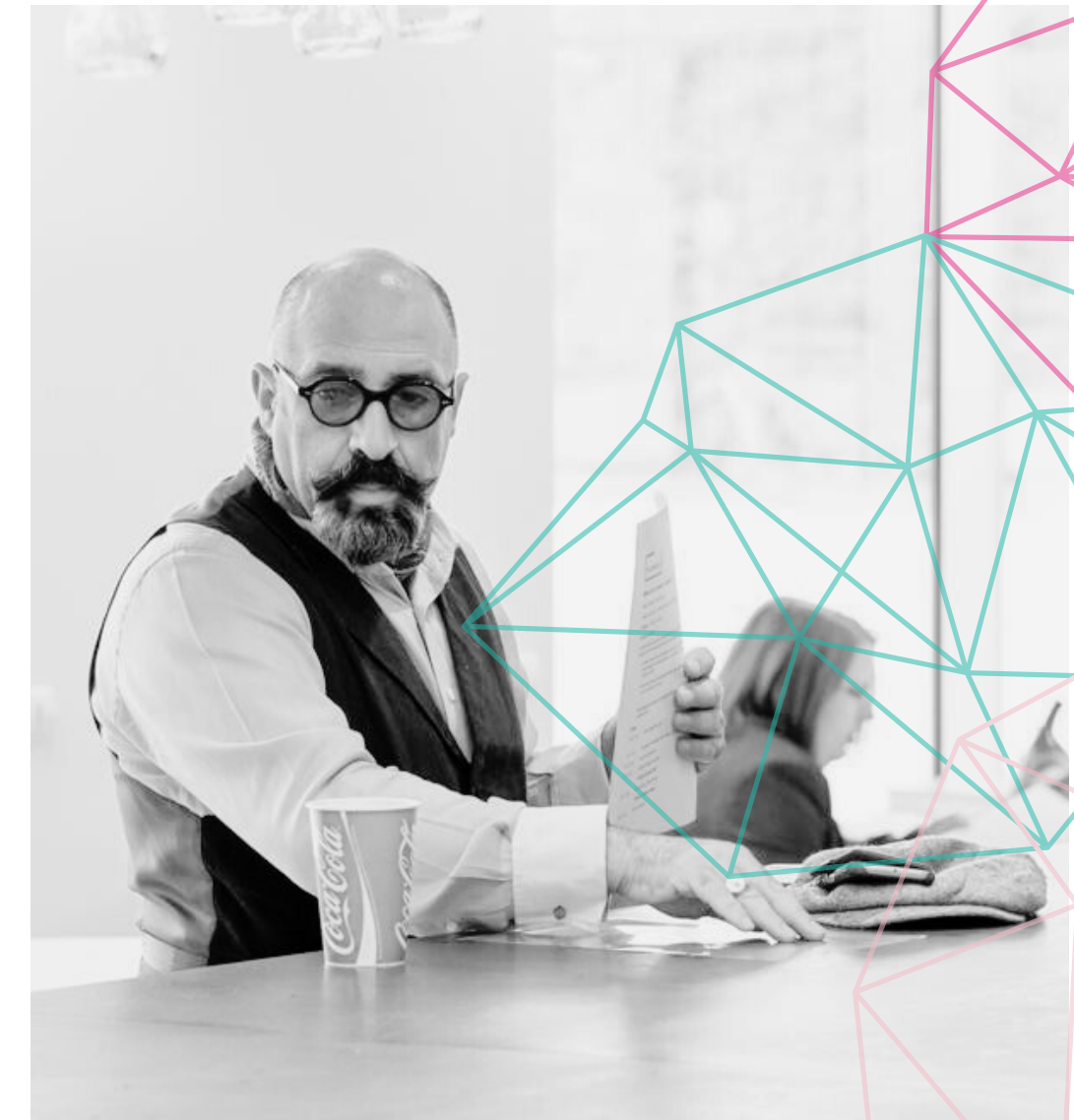
- Networkology resources on strategy, recruiting volunteers and influencing business priorities.
- The 18 month FutureMaker programme is for 12 high potential future disability ERG/Network leaders who want to hone their leadership skills, contribute to their organisation's disability strategic priorities, learn from and network with other global leaders.
- The PurpleSpace Global ERG Summit on 15th October 2024



Supporting Futurist members via a more in-depth relationship

We work with each Futurist member to develop a plan that supports their strategic goals. Examples of how we are supporting our Futurists to build disability confidence from the inside out include:

- Monthly **coaching sessions** for a global disability ERG leader.
- Providing **strategic advice** and an external perspective as a permanent membership of a Global Disability Council.
- Supporting the roll out of a programme designed to **develop the confidence** of every employee with a disability.
- **Delivering Networkology know-how** at a quarterly regional ERG Leads summit.
- Quarterly coaching for an **executive senior disability sponsor**.
- Providing a **speaker** for an International Day of Persons with Disabilities event.



Joining the Futurists

Futurist membership supercharges an organisations commitment to disability inclusion and accessibility in the workplace.

In addition, funding the upstream development of Networkology know-how for downstream delivery to disability ERG leaders globally will supports organisations wider aim to make a positive social and economic contribution to the communities in which it operates.

Cost: £18,000 per year plus VAT (if applicable)

For more information contact Brendan Roach, Director of Strategy and Networkology at brendan@purplespace.org



Futurist Member Benefits	Core Membership Up to £4,100 per year +VAT*	Futurist Membership £18,000 per year +VAT
Open access (anyone who enables the work of the disability ERG globally) to our Member Zone and Resources Hub.	✓	✓
Monthly Peer Leadership Roundtable sessions for two disability ERG leaders	✓	✓
Access to Strategic Forums	✓	✓
#PositivelyPurple (formerly #PurpleLightUp) support and member know-how pack	✓	✓
Access to Foundation One Purple Confidence materials	✓	✓
Contribution to special projects	✓	✓
Growing the global disability ERG/Network movement by centrally funding and sponsoring: <ul style="list-style-type: none"> • Our most influential thought leadership. • Our annual L&D programme based around 12 monthly Leadership Lessons. • The Member Resources section of the PurpleSpace website. • Four Strategic Forums 		✓

	Core Membership Up to £4,100 per year +VAT*	Futurist Membership £18,000 per year +VAT
Unlimited access to our second stage Purple Confidence materials. Life affirming content you can put into the hands of every employee with a disability to help them have confident conversations with colleagues and managers.		✓
Monthly Peer Leadership Roundtable sessions for four disability ERG leaders		✓
Access to a dedicated PurpleSpace Senior Futurist Coach who will help you to grow the impact of your ERG and build the inner confidence of your people.		✓
Association with, and unlimited access to our bi-annual Futurists Global Summit for disability ERG/Network leaders from around the world beginning on 15 October 2024		✓
Association with, and access to the FutureMakers programme for high potential ERG Leaders		✓

*dependent on the size of your organisation