



# Item 04 – Stakeholder feedback on disability reporting

## For GSSB information

<b>Date</b>	11 September 2018
<b>Meeting</b>	25-26 September 2018
<b>Description</b>	This paper presents a letter from Starting With Julius, in relation to the review of the human rights-related GRI Standards and disability reporting, for the consideration of the Global Sustainability Standards Board (GSSB). The letter was submitted in January 2017, but due to a technical error the Standards Division has only recently become aware of this submission.

Discussion document - This document does not represent an official position of the GSSB

This document has been prepared by the GRI Standards Division. It is provided as a convenience to observers at meetings of the Global Sustainability Standards Board (GSSB), to assist them in following the Board's discussion. It does not represent an official position of the GSSB. Board positions are set out in the GRI Sustainability Reporting Standards. The GSSB is the independent standard-setting body of GRI. For more information visit [www.globalreporting.org](http://www.globalreporting.org).

**Sent:** 20 January 2017

**To:** GSSB Info <[info@gssb.globalreporting.org](mailto:info@gssb.globalreporting.org)>

**Subject:** Attention Mr M Nugent - Acting Chair, GRI Global Sustainability Standards Board - review of Human Rights-related Standards and disability reporting

Dear Mr Nugent

I attach a letter from Starting With Julius to the Global Sustainability Standards Board in relation to its upcoming review of the Human Rights-related Standards in 2017 as set out in its work program. I also attach for your information our recent review report: *'Corporate Social Reporting, Disability and Inclusive Advertising: Embracing the Future of Reporting on Inclusive Advertising in the Retail Sector'* (also available here: <http://www.startingwithjulius.org.au/wp-content/uploads/2017/01/CORPORATE-SOCIAL-REPORTING-SWJ.pdf>).

Please do not hesitate to contact me if I can be of any assistance.

Kind regards

Cátia Malaquias

[www.startingwithjulius.org.au](http://www.startingwithjulius.org.au)

Twitter: @StartingWJulius

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Dear Mr Nugent

**GSSB Work Program 2017-2019: Phase 2 projects - Review of Human Rights-related Standards**

**Reporting of positive and negative impacts on rights of people with disability, including through portrayal of people with disability in advertising**

I am the founder and director of [Starting With Julius](#), an Australian not-for-profit organisation, advocating for the greater and better representation of people with disability in corporate advertising and the media generally. We believe that inclusive advertising has great potential to improve social attitudes towards people with disability, and consequently the realisation of their human rights to education, employment and participation in life, family and society generally.

I commend GRI on its efforts to encourage organisations to consider the business value of disability and to extend their sustainability reporting to include their positive and negative impacts (including through their advertising) upon human rights of people with disabilities. The joint report on 'Disability in Sustainability Reporting' released by GRI and Fundacion ONCE in March 2015 and GRI's session on 'Disability in Sustainability Reporting' held in May 2016 during its 5<sup>th</sup> Global Conference are valuable contributions to mainstreaming and guiding the integration of disability reporting into corporate reports and public disclosures.

I also commend the GSSB for prioritising for 2017 the review of GRI Standards relating to human rights reporting.

However, although I understand that the GSSB has not specifically identified the development of a disability-specific Standard as a priority work area for its review of the GRI Standards, I write to encourage the GSSB to ensure its consideration of disability-related impacts at least on a 'cross-cutting' reporting basis as part of its systemic review of each GRI Standard, and in particular in, but not confined to, its review of Human Rights-related standards scheduled for later in 2017.

In fact, I would suggest that this systemic cross-cutting approach to the review of GRI Standards for disability-related impacts should be incorporated into GSSB's Due Process Protocol.

Although ten years have passed since the adoption of the United Nations Convention on the Rights of Persons with Disabilities and disability is a key theme underlying the 2030 Sustainable Development Goals, disability remains poorly reflected in corporate reporting. The fuller enjoyment of the rights of people with disability is complementary of GRI's Vision and Mission and an overarching interest of humanity. The mainstreaming of the reporting of disability-related impacts has great potential to further that interest.

The incorporation of negative and, equally as importantly, positive disability-related impacts into relevant GRI Standards must be progressive in order to be timely.

I also submit that inclusive advertising merits specific mention in the revised GRI Standards as a positive impact on the rights of people with disability which will be material to many retail and service organisations and their stakeholders.

I attach for your information our recent review report: *'Corporate Social Reporting, Disability and Inclusive Advertising: Embracing the Future of Reporting on Inclusive Advertising in the Retail Sector'* which refers to much of the valuable work of GRI and explains how inclusive advertising assists in improving social attitudes and the fuller realisation of human rights of persons with disability.

Yours sincerely



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Enc.

