



Disability:IN  
Your business partner  
for disability inclusion.



Disability:IN Uinta County, Wyoming

## Diversity Includes Disability: Resources for HR Professionals

September 20, 2018

---

---

---

---

---

---

---

**Lynn Kirkbride**, M.S. Director of Affiliate Relations,  
Disability:IN

**Wanda Rogers**, Executive Director,  
Disability:IN Uinta County

---

---

---

---

---

---

---

### Agenda:



1. **The Business Case for Hiring People with Disabilities**
2. **Disability Awareness/Etiquette Resources**
3. **Inclusive Workplace: Policies and Practices**
4. **Inclusive Outside Resources**
5. **Roundtable Discussion**

---

---

---

---

---

---

---

## The Business Case for Hiring People with Disabilities

Whether or not you believe that you have people with disabilities in your workplace... you do....

Many people's disabilities are non-apparent and most fear disclosure...

---

---

---

---

---

---

---

**DIVERSITY:** Changing workforce (staying longer- 82% of all disabilities are acquired with age ) The longer a person works for a company the higher the probability that they could become disabled. By midcentury, over half of our workforce will be minorities.

**TALENT SOURCE:** Economists are estimating a shortage of 10-15 million workers in the upcoming decade due to an aging and shrinking workforce. One of every five working age Americans will have a disability.

---

---

---

---

---

---

---

**GOOD PUBLIC RELATIONS:** 92% of consumers surveyed felt more favorable toward businesses that hire individuals with disabilities and 87% said they would prefer to patronize businesses that hire individuals with disabilities. Staying competitive....



**INCREASED WORKER PRODUCTIVITY:** PWD are just as dependable and productive as employees without disabilities and had nearly identical job performance ratings. Reasonable accommodation: average cost was \$313.

---

---

---

---

---

---

---

**WIN WIN STRATEGY:** encourages a culture of caring and respect for diversity in the employer, and a positive consumer response.

**COMPLIANCE IS REAL:** Counting is here.... Passage of section 503 of the Rehabilitation Act requiring all federal contractors to hire 7% of their workforce, across all job categories, from PWD

---

---

---

---

---

---

---

## Real Time Story: Meet David




---

---

---

---

---

---

---

## Disability Awareness/ Etiquette



### The Power of Words

“Words have energy and power with the ability to help, to heal, to hinder, to hurt, to harm, to humiliate, and to humble.”

Yehuda Berg

---

---

---

---

---

---

---

## Disability Awareness/ Etiquette Resources

- Job Accommodation Network (JAN):  
Respectful Interactions: Disability Language and Etiquette -  
<http://nwadacenter.org/respectful-interactions-disability-language-and-etiquette>
- Tennessee Disability Coalition  
[https://www.tndisability.org/sites/default/files/Disability%20Etiquette%20Brochure\\_0.pdf](https://www.tndisability.org/sites/default/files/Disability%20Etiquette%20Brochure_0.pdf)
- Office of Disability Employment Policy (ODEP)  
<https://www.dol.gov/odep/wrp/college/InteractingTips.pdf>

---

---

---

---

---

---

---

## Is Your Workplace Inclusive? From the Disability Equality Index (DEI)



### Questions from the Disability Community.....

- 1) Culture and Leadership
- 2) Enterprise- Wide Access
- 3) Employment Practices-
- 4) Community Engagement
- 5) Supplier Diversity
- 6) (Non- U.S. Operations)

---

---

---

---

---

---

---

### Culture:

**Best Practice:** Businesses commit to and demonstrate a sustained, visible cultural commitment to disability inclusion throughout the organization

- 1) Does your company have a written statement to Diversity & Inclusion?
- 2) If yes, does the written statement of commitment to Diversity & Inclusion mention the word disability?

---

---

---

---

---

---

---

## Leadership

**Best Practice:** Businesses need to commit to and demonstrate Leadership commitment to disability inclusion.

1) Is there a Senior Executive who is internally known as being a person with a disability and/or an ally/supporter for people with disabilities?

---

---

---

---

---

---

---

## Enterprise-wide Access

**Best Practice:** Businesses need to commit to and demonstrate commitment to workplace accessibility

Does your business have a company-wide review process to ensure all new buildings and facilities comply with the applicable federal, state and local requirements?

Does your business have a company-wide commitment to digital accessibility?

---

---

---

---

---

---

---

## Employment Practices: Benefits

**Best Practice:** Businesses commit to and demonstrate commitment to benefits that are disability inclusive (EAP, LTD etc)

1. Does your business offer any mental health benefits above and beyond what is required by the Federal mental health parity bill and any other relevant laws?

---

---

---

---

---

---

---

## Employment Practices: Recruitment

**Best Practice: Business commits to and demonstrates recruitment practices that welcome individuals with disabilities**

1. Does your business display non-discrimination and/or equal opportunity policy language that specifically mentions disability on your external public-facing recruitment/career website?
2. Does your business make all job interview candidates aware of the option to request an accommodation(s) for the interview?

---

---

---

---

---

---

---

## Employment Practices: Retention

**Best Practice: Business commits to and demonstrates employment practices that fully incorporate and include individuals with disabilities**

1. Does your business include information about disability inclusion in New Hire Orientation?
2. Does your business encourage employees with a disability to self-identify as a person with a disability?
3. Do you currently have any employees who utilize supported employment?

---

---

---

---

---

---

---

## Employment Practices: Accommodation

**Best Practice: Businesses commit to and demonstrate accommodation practices that fully incorporate and include individuals with disabilities**

1. Does your business have an accommodation policy?
2. Does your business have a required timeframe for responding to a request for a disability accommodation?

---

---

---

---

---

---

---

## Community Engagement

**Best Practice: Businesses demonstrate public facing Engagement practices that celebrate and support individuals with disabilities**

1. Does your business have a formal program(s) in place to understand how to address the needs of the disability community? (ERG, Affinity Group, Diversity Council)
2. Does your business have a process in place to ensure that all contractors and subcontractors that you work with pay all of their employees at least Local, State or Federal minimum wage- whichever is highest?

---

---

---

---

---

---

---

## Community Engagement

**Best Practice: Businesses demonstrate public facing Engagement practices that celebrate and support individuals with disabilities**

1. Does your business market directly to the disability community by depicting people with disabilities in your Internal or external marketing and/or advertising materials?

---

---

---

---

---

---

---

## Supplier Diversity

**Best Practice: Businesses commit to demonstrate supplier diversity practices and utilize disability owned, veteran owned Businesses and service disabled veteran owned businesses individuals with disabilities**

1. Does your business have a supplier diversity program And does that include disability and veteran owned Businesses? *Disability:IN has both a certification program and a HUB*

---

---

---

---

---

---

---



USBLN now **Disability:IN**  
**Your Business Partner for Disability Inclusion**

- Started with the President's Committee in the Employment of People with Disabilities and the Affiliate Network
- Formalized the USBLN in 2002 with a 100% business BOD in 2004
- Now with over 160 Corporate partners (added 38 Corporate partners in 2018)
- Transitioning into Disability:IN as of July 2018

Put Disability:IN Video here

### Inclusion Resources:

JAN- Job Accommodation Free on Line Toolkit:

<https://askjan.org/toolkit/index.cfm>

Disability:IN: [disabilityin.org](http://disabilityin.org)

**To view all of the DEI Questions:**

[https://www.disabilityequalityindex.org/DEI\\_benchmark\\_intro](https://www.disabilityequalityindex.org/DEI_benchmark_intro)

*The DEI will have some new questions in 2019!*

**Supply Chain Resources:**

WY Vocational Rehabilitation

<http://wyomingworkforce.org/workers/vr/>

Wyoming Community Service Providers

[http://www.wyomingcsp.org/find\\_provider.aspx](http://www.wyomingcsp.org/find_provider.aspx)

---

---

---

---

---

---

---

**KEY FOCUSES:**

- Business Development Seminars
- Job Referral Assistance
- Disability:IN Awards Celebration (Formerly know as the UCBLN Awards Celebration)
- Employer Support and Education
- Community Involvement
- Employer & Youth with Disabilities Networking
- Employer to Employer Networking

<http://blnworks.com>

---

---

---

---

---

---

---

**Roundtable Discussion:**

6 minutes to share  
disability inclusive practice  
at your workplace

---

---

---

---

---

---

---

**Roundtable Discussion:**

6 minutes to share how  
you will apply a disability  
inclusive practice at your  
workplace

---

---

---

---

---

---

---

**Roundtable Discussion:**

12 minute report out on:

- 1) 3 best practices and
- 2) 3 things that your table will  
put into practice after this  
conference

---

---

---

---

---

---

---

ARE YOU




---

---

---

---

---

---

---

**Lynn Kirkbride**  
Director of Affiliate Relations  
Disability:IN  
[lynn@disabilityin.org](mailto:lynn@disabilityin.org)  
[disabilityin.org](http://disabilityin.org)

**Or Wanda Rogers**  
Executive Director  
Disability:IN Uinta County  
[director@blnworks.com](mailto:director@blnworks.com)



---

---

---

---

---

---

---