

Disability as a component of Diversity, Equity, and Inclusion initiatives

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Organization of the Presentation

- I. Disability intersects with every diverse group (and every group)
- II. Bias against disabled individuals
- III. Barriers faced by disabled individuals
- IV. Benefits to promoting the inclusion of disabled individuals
- V. Best Practices
- VI. Conclusion



The ways in which Disability impacts diverse groups

- In the educational context (IEPs and 504 Plans)
- Cultural and Language Differences
- Workplace accommodations (such as remote work environments)
- Access to services



The ways in which Disability impacts every group

- The quality of educational services
- Alternative workplace arrangements
- Healthcare and other human services
- Technology

What is Bias?

- Merriam-Webster definition:
 - : an inclination of temperament or outlook
 - a personal and sometimes unreasoned judgment
 - an instance of such prejudice
- Bias can be explicit or implicit
- Ableism: discrimination or prejudice against individuals with disabilities (Merriam-Webster)



Bias against disabled individuals

- Harboring a sense that disabled individuals aren't as capable as non-disabled individuals
- A belief that disabled individuals will need extensive and expensive accommodations
- Expressing a belief that disabled individuals are unable or unwilling to adapt



Bias against disabled individuals (cont.)

- Adhering to the notion that disabled individuals are responsible for their handicap(s)
- Feeling as if disabled individuals are supposed to “play the cards they are dealt”
- Seeing disabled individuals are “lesser” or a “liability”



Bias against disabled individuals (cont.)

- Use of derogatory or ableist language
- Refusing to provide accommodations or refusing to work with disabled individuals to better meet their needs
- The enactment of ableist laws and/or policies




Ways to measure your bias against disabled individuals

- Pennsylvania Developmental Disabilities Council—Stigma Quiz (padds.org/the-stigma-project/stigma-quiz)
- Stop Ableism—Business Accessibility Test (stopableism.org/p/business-accessibility-test.html)
- American Bar Association: Implicit Biases & People with Disabilities



Barriers faced by disabled individuals

- Education
- Employment
- Criminal Justice
- Housing



Barriers faced by disabled individuals (cont.)

- Healthcare
- Public Accommodations
- Child Custody
- Transportation



Barriers faced by disabled individuals (cont.)


- Technology
- Child Care
- Communication
- Financial



Benefits to promoting the inclusion of disabled individuals

- **Accenture study:** a study of 45 companies by Accenture discovered that companies that recruit and support employees with disabilities have twice the net income and 28 percent higher revenue than those that do not.

• Source: respectability.org



Benefits to promoting the inclusion of disabled individuals (cont.)

- Diversity of ideas and experiences
- Increased innovation
- Improved shareholder value
- Improved productivity
- Enhanced reputation

Source: respectability.org

Benefits to promoting the inclusion of disabled individuals (cont.)

- Increased access to talent
- Increased morale and a feeling of inclusion
- Provides a competitive advantage
- International Labour Organization: The win-win of disability inclusion (ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion)

Source: International Labour Organization



Best Practices

- Identify and change processes that support unconscious bias
- Help all employees understand the challenges that person with disabilities face and contribute to solutions
- Create a mutually supportive environment



Best Practices (cont.)

- Consider avoiding pre-employment tests (such as cognitive and/or behavioral)
- Consider avoiding asking about gaps in resumes
- Look at the whole individual as opposed to focusing upon the disability
- Focus on providing equal treatment



Best Practices (cont.)

- Focus on writing inclusive job descriptions and emphasize that your organization seeks to include disabled individuals
- Collect diversity data and use it
- Train your hiring managers and recruiters
- Proactively make accommodations for applicants



Conclusion

Disability as a component of Diversity, Equity, and Inclusion initiatives presentation:
supplementary materials

<https://www.worldbank.org/en/topic/disability#1>

<https://www.respectability.org/inclusive-philanthropy/how-to-include-people-with-disabilities/>

<https://www.ilo.org/infostories/en-GB/Stories/Employment/The-win-win-of-disability-inclusion#the-win-win-of-disability-inclusion>

<https://diversity.social/disability/>