

Employer Perspectives

What do we know
about them?

Discomfort

- ▶ 10% of employers reported “Employer Discomfort” as a major barrier to the employment of people with disabilities.
(2003 Rutgers University “Restricted Access” study)
- ▶ 15% of non-disabled people report discomfort at the prospect of working for, or nearby, a person with a disability.
(2000 Gallup & Robinson Poll)



DIScovering ABILITIES

Wrong/Uninformed

- ▶ 32% of employers cite that the specific nature of the work at their company precludes people with disabilities from performing it.
(2003 Rutgers University "Restricted Access" Study)
- ▶ 40% of employers maintain it is difficult or costly to provide accommodations.
(2003 Rutgers University "Restricted Access" Study)
- ▶ 12% of employers cite the expense of supervision as a major barrier to employment for people with disabilities.
(1999 SHRM Survey of 1400 HR Managers)



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DIScovering ABILITIES

Discriminatory

- ▶ 40% people with disabilities report that they have encountered job discrimination.
(1995 Harris Poll)
- ▶ 33% say that, on the job, they have encountered "unfavorable attitudes" to their disabilities on the job.
(1995 Harris Poll)
- ▶ 21% of employees with disabilities claim to have experienced some form of discrimination in the workplace.
(2000 Gallup & Robinson Poll)



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Subjective Barriers

- ▶ 15% of employers cite “Employer Reluctance” to hire people with disabilities as the major barrier to employment with their company.
(2003 Rutgers University “Restricted Access” Study)
- ▶ 22% of employers cite supervisor/co-worker attitudes and stereotypes as a major barrier to employment for people with disabilities.
(1999 SHRM Survey of 1400 HR Managers)



Not Proactive

- ▶ Only 25% of companies report having one or more employee with a disability.
(2003 Rutgers University “Restricted Access” study)
- ▶ Only 50% of employers actively recruit people with disabilities.
(1999 SHRM Survey of 1400 HR Managers)



DIScovering ABILITIES

“Employers are not reluctant to hire people with disabilities because they have a lack of confidence in the ability of people with disabilities.

In fact, it is because they have a lack of confidence in their own ability to work effectively with people with disabilities.”

(Richard Pimentel)

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DIScovering ABILITIES

Assessment/Perspective/Attitude

- ▶ What we think we know.
- ▶ What we don't know.
- ▶ What we imagine for ourselves.
- ▶ A focus on the difference.



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**“There are no Good Jobs in your
Company for People with
Disabilities.**

**But there are Good People with
Disabilities for Every Job
in your Company.”**

(Richard Pimentel – paraphrased)

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DIScovering ABILITIES

"Our inaction, simply pursuing advocacy and rehabilitation as usual, could condemn hundreds of millions of 21st century humans to continued isolation, poverty, and early death... We are responsible to generations of children yet unborn, in every nation, who have the right to live lives of quality."

- Justin Dart Jr.

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DIScovering ABILITIES

Disability is Natural

“Disability does not discriminate! People with disabilities make up the largest “minority group”... and it's the most inclusive! It includes individuals of all ages, both genders, and any sexual orientation, as well as people from all socioeconomic, religious, and ethnic groups. How can disability not be natural?”

(Kathie Snow, Disability is Natural)

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DIScovering ABILITIES

Reasons to be Proactive

- ▶ Economic Payback.
- ▶ Resource Imperative.
- ▶ Public Relations.
- ▶ Marketing Advantage.
- ▶ Capacity-building.
- ▶ Enriching our life experiences.
- ▶ Right thing to do.

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