

When you  
see, meet, or  
think about a  
person with  
a disability,

**PRESUME  
COMPETENCE**



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# Build an Inclusive Team

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**“Disability is not about what’s broken in you, it’s a dynamic between you, your impairment, your personality, your upbringing, your opportunities, and your environment”**

**–Lesla Bradshaw, HR consultant, TedTalk 2014**

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# Barriers to an Inclusive Team



**What types of barriers have you encountered or have occurred in your workplace regarding employing people with disabilities?**

# Employers create jobs with disability in mind

- Specific types of jobs are designed for a person with a disability
  - Least amount of accommodation is needed
  - Operational/repetitive tasks
- Low expectations due to lack of understanding of disability-you won't see the real value a person can add to the organization
- Many people still regard a person with a disability as "broken" or needing a medical "fix"
- That's our Person With A Disability!

# Lack of Knowledge

- Misconceptions about the cost versus the ROI of disability inclusion.
- Lack of understanding of “reasonable accommodation”
- Difficulty assessing whether the person can do the job



**what are some misconceptions you have encountered about hiring employees with disabilities?**

# Internal Barriers

- There is not a “one size fits all” to disability company policies are “one size fits all”
- Processes, such as hiring, create barriers to hiring a person with a disability
- Politically correctness—instead of using the language “people with a disability” lets just say “people”
- Tools/software that are not accessible
  - Critical information can be missed—without a person knowing they missed it
  - Communication tools such a webex, hangout, gotomeeting, etc.



# An example: interviews

- Lunch interviews
- Phone interviews
- Skype interviews



# Benefits of an Inclusive Team



# People with disabilities are experts

- Quality assurance and conformance
- Design
- User interaction



# Non-economic benefits

- Increased innovation
- Products and services will be accessible
- Improved productivity due to a good work environment
- Lower staff turnover
- Enhanced reputation-brand loyalty



# Economic Benefits

- Employing people with disabilities is equal to the “go green” branding.
- People with disabilities are consumers
- People with disabilities have family and friends that are consumers.



# What are some other benefits for employing persons with disabilities?

# Strategies



# Pearson Accessibility Team

The inclusiveness of our team ensures our corporate mission:

Ensuring all learners succeed

Our mission is simple: to help people make progress in their lives through learning. We will only be successful when our educational materials are accessible to all users.

We're committed to providing access to students with disabilities. Our commitment is woven into the fabric of our learning materials, development processes, innovation efforts, employee culture, and partnerships.





# No jobs labeled “for a person with a disability”

- Let the employee or candidate decide what job they believe they can do for the company.
- Consider every application for each job without considering disability.
- Focus on talent and experiences.

# Successful companies

- hire people with disabilities, ensuring that they're represented in the workplace
- carry out practices that encourage and advance those employees
- provide accessible tools and technologies, paired with a formal accommodations program
- Generate awareness through recruitment efforts, disability education programs and grass-roots-led initiatives.
- create empowering environments through mentoring and coaching initiatives.

# Reasonable Accommodation



# What do you think?



# How would you rank your employer for employing persons with disabilities?

excellent **A**

some improvement  
needed **B**

fair **C**

much improvement  
needed **D**

we don't employ persons  
with disabilities **E**

“Being honest about where you stand can be a hard—yet crucial— first step toward becoming a more inclusive company. Accountability and creating an environment of trust where employees feel comfortable self-identifying as having a disability are true measures of inclusion.”

– Chad Jerdee, General Counsel & Chief Compliance Officer and Persons with Disabilities Sponsor, Accenture

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# Thank You

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