

THE ROI OF HIRING PEOPLE WITH DISABILITIES

TIMESTAMP	TRANSCRIPT
0:04	<p>Well, hello, my name is Michele Buckland and I will be having a discussion with a woman by the name of Laura Dalton on a hot topic which has become more and more prevalent. It will revolve around accessibility and inclusion specifically for people with disabilities in which we will be covering the return investment of hiring people with disabilities. So, as we know, accessibility and inclusion is a very broad subject specifically for people with disabilities in the workplace. This would include accommodation, collaboration, hiring and retaining employees, legislations, and so much more so what we're going to cover are debunking the myths and learn the business benefits of hiring people with disabilities and the positive impact it can have within the workplace. May I introduce you to Lori Dalton, who worked 30 years at IBM. She also built relationships with a number of other organizations. She held a variety of positions such as corporate trainer, recruiter, and education manager.</p>
1:07	<p>During that time, she was asked to volunteer for students with learning disabilities at a university. It has been about 20 years and she's still volunteering. She helped students get a job, teach them interviewing skills, even them hints and tips about building up your self esteem as well. She feels that she learned something about yourself with each student that she helps. So, we're going to hear from Lori right now and have her share with us some benefits in myths out there hiring people with disabilities. Can you please share with us Lori, let's say three myths and about five benefits of hiring people with disabilities?</p>
1:50	<p>Sure Michelle. Thank you for having me. Employers think, well, what can they do? What they do is, they only see what they can't do and don't see what they can do. Some have a learning disability or disability in which they assume that they can't do a</p>

	<p>lot of things employed in their corporation or their company that have disabilities that are hidden. So, it's not just about physical disabilities; it's also the hidden ones that people don't think anyone in their company would have one. Another myth is that they think when someone is blind; therefore, he/she can't hear. They see one disability and then assume they can't do much with other things, which is not true. They certainly can do many, many more things. They feel better than other people. These are things I've run across in corporations. Can you share some benefits? Let's say about 5 benefits of hiring people with disabilities.</p>
<p>3:12</p>	<p>Absolutely. One thing I find with people living with a learning disability or a disability, is that they're more focused. They focus on what they can do really well. So, if you give them a task, they're going to focus on adherence that they've complete it properly. They can be more creative, certainly other ways how to do or how to make it easier – they see it from another angle or from another point of view. And so they may be doing something else than we've always done it. Allowing them to come in and see a better way how to do some things. We certainly have many other benefits of hiring people with duties...they're helping the community. They're adding more to the economy. They can put it back and bring into the communities. When someone has a job, it builds confidence... more confidence, the more they want to learn, and the better they want to be. So; therefore, they're going to start to get promotions to be able to do more because they feel good about themselves at this particular company. Also, they have success to do very, very well; something that the rest of us may not be able to do. They have a disability; but, become more an expert in another area. They become more independent; therefore, they take better care of themselves which allows them to add more value to the communities and then volunteer themselves. There are many more benefits by hiring people with disabilities.</p>
<p>4:46</p>	<p>Thank you so much. I actually I know for myself of many success stories for hiring a person with a disability which it built innovation, change mindsets and expand customer base. Um, do</p>

	you mind sharing us with one?
4:59	<p>Actually there is many I can share with you. In fact, the university, how to come to the program and we have gone on to do great and wonderful things. One person who comes to mind is who went to university, he admit he had a learning disability; so, gave this person a little job. This person found it very boring; but, came up with tons of ways of how to be better. They would be creative. They would come up with a different system of how to make things work. He did extremely well and eventually went out on his own, open up his own company, and now has become a multimillion dollar company. He is very successful. He went back to the schools, and he you know, talks to the students, encouraging him with his success.</p>
5:51	<p>Wow that's amazing. Thank you so much for sharing that example. So, can you provide us with a few takeaways which can help companies develop and actually implement a disability inclusion strategy successfully?</p>
6:05	<p>Well I think it starts with senior managers. People of other companies and corporations' support it. Their values of hiring people with disabilities shows that they understand – they see the value – that's great because that's a good way for the rest of the company to be. Everyone's going to see senior managers see the buy-in, then it will fall into everyone else to buy into it and understand the difference. If they're not bought-in, then is not going to work and so they will need to walk them through it and make it happen. Another suggestion is that a lot of people will need to understand the different types of disabilities and how they can work with them. They can be trained about this. When you go to a recruiting agency...a talent agency. The people that are looking for to replace a person/s with another company, they need to understand about the person with a disability what they do and what they can't do....what they can do better...what skills they have. When they understand more about the learning disabilities or other disabilities, they will be able to place them better. Then when they do this better, there will be more success stories happening, more doors and it will</p>

	<p>start to open up, and make life a lot easier for everyone. That's a couple of suggestions.</p>
7:08	<p>Just one more, if you don't mind actually, since you do that volunteer work and let's say a university, for example, um, how would you say about partnering with the local agencies and maybe other disability groups?</p>
7:23	<p>Even like the high school; for the universities, they will try to find them work, they partner up with, um, regular employers, they go to agencies that specialize with people with disabilities and they go to a regular agencies that would be able to place the students and the people with disabilities anywhere; so, they do need to partner up, they need to do some education there that people understand how it all works. But there is lots of opportunities for them... for people to get work.</p>
7:52	<p>This is great. I'm really happy to hear all this. This is something that I find many people and companies need to hear, so we want to greet me. Thank Laurie for sharing us with a wonderful knowledge, best practices and insights of engaging and retaining this untapped talent market and invaluable pool of individuals who can have a positive impact in the workforce in alarm teams. So, let's all remember: A supportive culture is critical to creating the conditions for people with and without disabilities to work side by side. Let's continue to keep the conversations going, build awareness, diminish boundaries, transform perceptions, and create a better workforce. It is an invaluable benefit and vital to be accessible to all! Thanks for listening!</p>