

The Discover Ability Network

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Today's Agenda

- Why use *Discover Ability*?
- Disability and difference can be a competitive advantage
- Job search for people with a disability – disclosure and accommodations
- Is an employer disability friendly?





Louie Di Palma
Vice President, SME
Programs
Ontario Chamber of
Commerce



Ronald Peters
Diversity and Inclusion
Recruitment Specialist
RBC



Inclusion is good for business

Hiring people with disabilities isn't just the right thing to do
– it's good for business



A competitive advantage

77% of small businesses who have hired people with disabilities said they met or exceeded expectations¹



Productivity

People with disabilities have higher than average retention rates and company loyalty²



Costs

60% accommodations cost nothing. 93% of accommodations are a 1x cost of less than \$500³



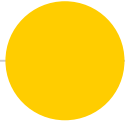
Capacity

The Discover Ability Network assists with training, finding talent and support

¹BMO Survey (2014)

²Turning diversity into \$ (2014)

³Accommodation and Compliance: Low Cost, High Impact



Additional Benefits

Hiring people with disabilities has a positive effect on overall business performance.



Retention

More likely to stay in the job longer

Up to 72% higher staff retention saving millions of dollars each year in recruitment and training costs¹



Productivity

Highly motivated at work

90% employees with disabilities rate average or better on job performance¹



Attendance

Take fewer absence days

86% employees with disabilities rate average or better on attendance¹



Health & Safety

Have safer work outcomes

98% employees with disabilities rate average or better on safety¹



The Discover Ability Network

- ① An online job-matching platform connecting **business to job seekers with disabilities**
- ② **Free training** for business, job seekers and service providers
- ③ **Networking events** connecting business to job seekers



Barriers to Hiring

People with disabilities are employed at a lower rate (59%) than people without disabilities (80%).¹

This gap persists, unchanged for over a decade.²

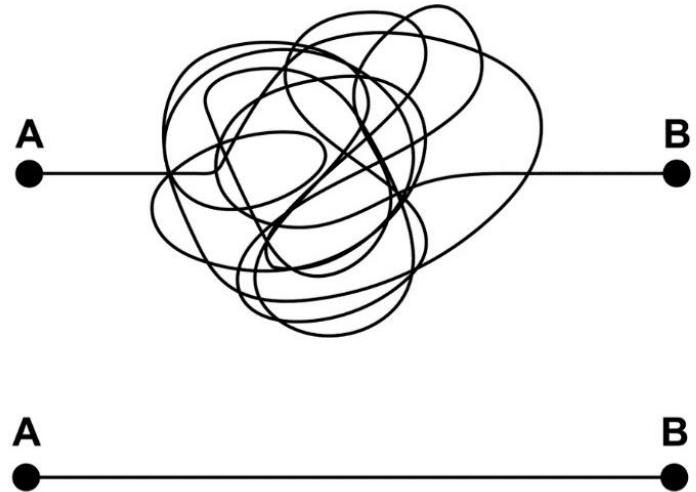
¹ Canadian Survey on Disability (2017)

² Business Benefits of Accessible Workplaces (2014)



Challenges

- Stigma
- Recruiting (where are you?)
- Retaining (if you don't tell us, how can we retain talent?)



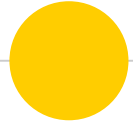


Disclosure

- **60%** unwilling to disclose any information related to a disability
- Fear negative consequences

(Nash, Kate. 2014. Secrets & Big News)





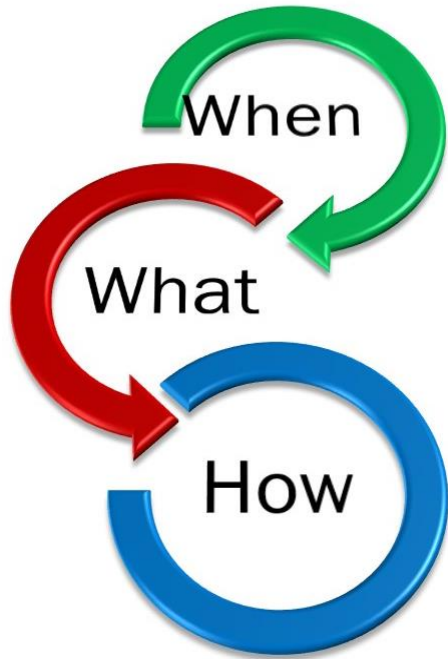
The ins and outs of disclosure

- Personal decision
 - Visible or invisible?
 - Adjustments needed?
 - Employers' policies and practices?
 - Attitudes to specific disability
- Have a disability and request an accommodation
- Do not have to share medical diagnosis or information





When, what and how



Disclose at any time. However, if safety is involved, you must disclose immediately.

Disclose what you do differently and what adjustments will help you do your job

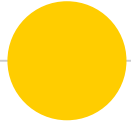
Practice. State facts; be prepared to discuss options



The value of disclosure

- People work best when they are authentic and do not have to 'act'¹
- People do things differently. That ok. Adaptability is a competitive advantage
- Accommodations enhance productivity - 'making do' versus productive engagement
- Business can plan better and provide appropriate support





Accommodations address



Roll over image to zoom in

- assumptions
- way we communicate
- available tools
- work environment
- processes
- spaces
- approaches

1. Use multiple job search strategies,
particularly networking.

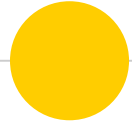




Job Search Tools

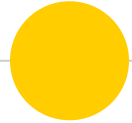
- Your story – your skills in 3 lines or less and a ‘hook’
- Resumé
- [Discover Ability](#) and [ALiGN](#) profiles
- Cover Letter
- References
- Interview Skills
- Social Media profiles and messaging
- Portfolio of work





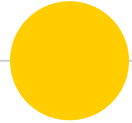
The importance of mentorships

- Introduce you to a broader network and provide advice and guidance
- Not passive – you are an active participant
- Have mentors with and without a disability
 - Serve different but complementary purposes



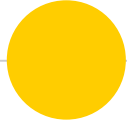
2. Create a narrative thread

- A narrative thread of you and your abilities – a “story”. Condense your abilities, talents, interests, education and work experience into just one to three sentences
- Go beyond lists and facts
- Tell a story that is coherent, true and engaging
- Practice



3. Know what you need

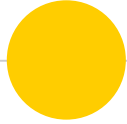
- Understand the benefits of disclosure
- If you decide to disclose
 - do so in a positive, non-apologetic manner
 - know what you need (your accommodation)
 - record any agreements



4. Apply to Inclusive Employers

- Ask if you need an accommodation
- Have a diversity statement
- Offer alternate pathways
- Celebrate disability
- Support ERGs
- Publish disability-related information
- Advertise job positions on the [Discover Ability](#) and [ALiGN](#) Networks





Disclosure and Accommodations



Know what your abilities are.



Know what your gaps are



Ask for an accommodation if needed.



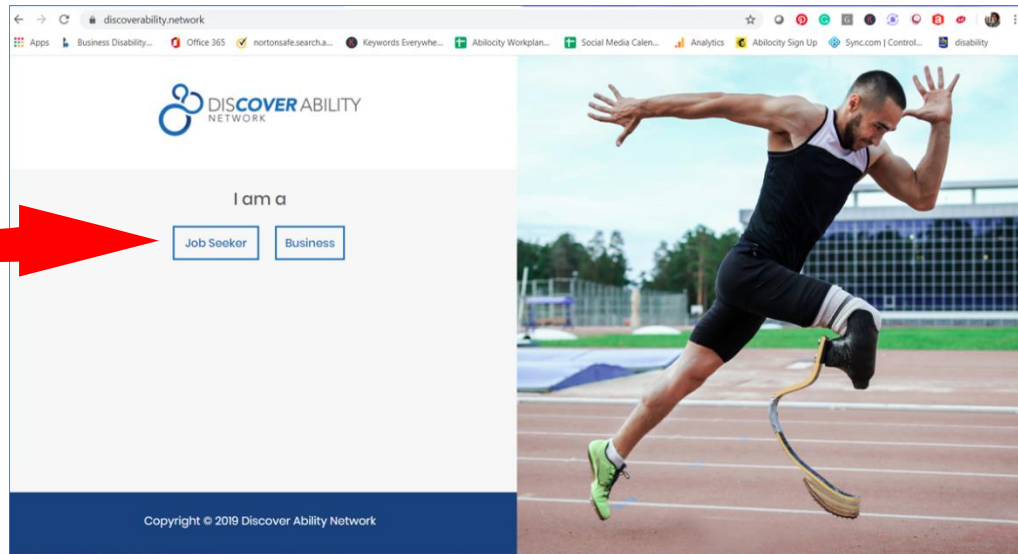
Disclosure is an 'art form'. It can be different for each company or job.



And practice, practice, practice disclosing.



Join today. Connect to inclusive businesses
<https://discoverability.network/>





Learn more

Visit <https://discoverability.network/> for more information. For assistance with signing up, please contact Boyan at boyanmitrovic@occ.ca.



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