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The Power of Disability Inclusion

THE FREEDOM OF SELF-DETERMINATION

Allows individuals the opportunity to have more control in developing their service plans and selecting service providers to better meet their needs.

WHO IS THE PROGRAM FOR?

- **Individuals who choose to receive support and services in their own homes and communities** versus receiving services in an intermediate care facility.

- **Individuals who want greater control and responsibility** regarding the delivery of their services.

- **Individuals who may feel safer** receiving care from someone already isolating within their home during the pandemic.

- **Individuals struggling with traditional service providers.** Self-Determination allows the person to select, hire, train, schedule, manage, and if needed, fire the provider.

Inclusion@Work Framework

Inclusion@Work on askEARN.org provides a path. Developed with input from a range of employers with exemplary track records in disability employment, the Inclusion@Work Framework is an internationally award–winning multimedia policy tool that outlines seven core components of an inclusive workplace, along with a menu of strategies for achieving them.

Layers of Diversity

Brewer's Optimal Distinctiveness Framework

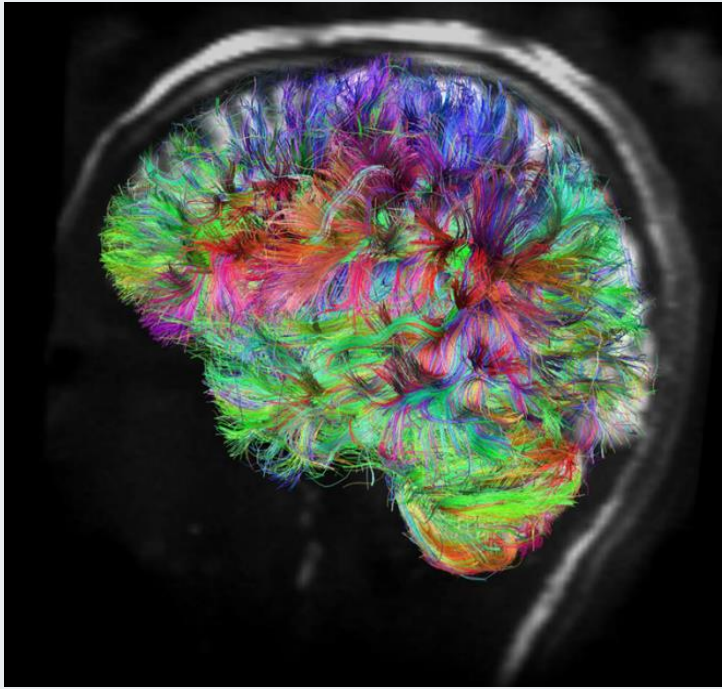|	Low Belongingness	High belongingness
High value in uniqueness	**Differentiation:** Individual is not treated as an organizational insider in the work group but their unique characteristics are seen as valuable and required for group/ organization success.	**Inclusion:** Individual is treated as an insider and also allowed/ encouraged to retain uniqueness within the work group.
Low value in uniqueness	**Exclusion:** Individual is not treated as an organizational insider with unique value in the work group but there are other employees or groups who are insiders.	**Assimilation:** Individual is treated as an insider in the work group when they conform to organizational/ dominant culture norms and downplay uniqueness.

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Research Confirms….

< 15% of men are over 6' tall

60 % of Corporate CEOs are over 6' tall

< 4% of men are over 6'4" tall

36% of corporate CEOs are over 6'4" tall

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Neural Pathways

Why we do what we do

Why we think what we think

Why we feel what we feel

**Wrong mental maps
lead to wrong solutions
which lead to lost resources**

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Conditions for Unconscious Filters and Bias

Recognizing Bias

| Like Me Bias | Confirmation Bias | Superiority Bias |

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Check Yo Self

Learning about inclusive disability diversity is a continuous journey. It is important to understand that we will occasionally make mistakes and commit to learning from them. Emphasize personal accountability while avoiding shaming and blaming.

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Recognizing Bias

Gambler's Fallacy

Neglecting Probability

Buyer's Stockholm Syndrome

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Recognizing Bias

Observational Selection	Status-Quo	Negativity

Micro-messaging: Bias Expressed

Micro-inequity
Micro-affirmations

Ways we send subtle messages positively or negatively

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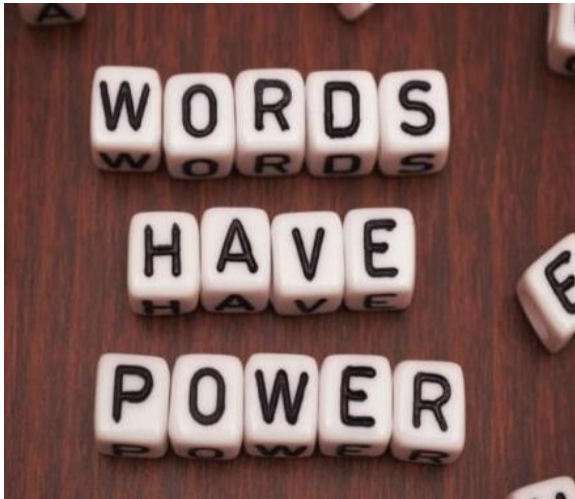# Micro-messaging: Bias Expressed

Facial Expressions

Gestures

Tone of Voice
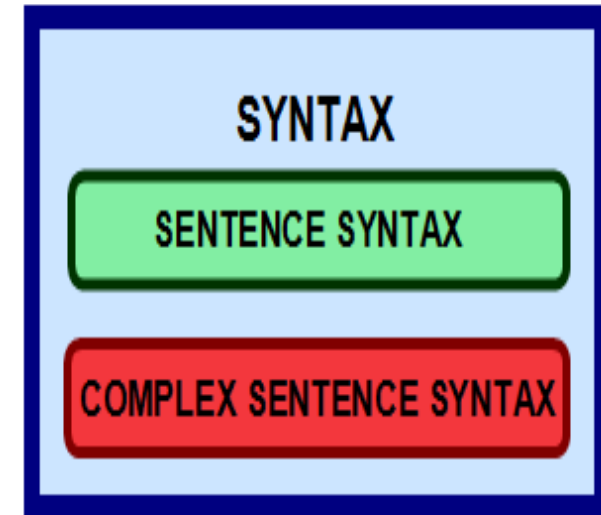
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Micro-messaging: Bias Expressed

Choice of Words	Nuance	Syntax

Workplace Micro-messages

•Continuously using terms known to be offensive or inappropriate

•Interrupting...constantly

•Left out of discussion/project

•Reading/sending emails/texts during conversation

•Looking at watch...frequently

•Not being introduced and then ignored

•Physical size or ability used to dominate interactions for example

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Workplace Micro-messages

- Cutting down ideas before they can be entertained

- Looking to others to respond on behalf on an individual with a disability

- Mispronouncing/misspelling name on an ongoing basis

- Change in voice pitch, volume, or rate when talking to a person with a disability

- Change in body posture

- Change in hand movements and gestures

Strategies For Addressing Unconscious Bias

1. Check yourself

2. If you have met one person with a disability...you have met one person with a disability

3. End the awkward

4. Don't assume, ask

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Organizational Structures
Systems, Processes, and Policies
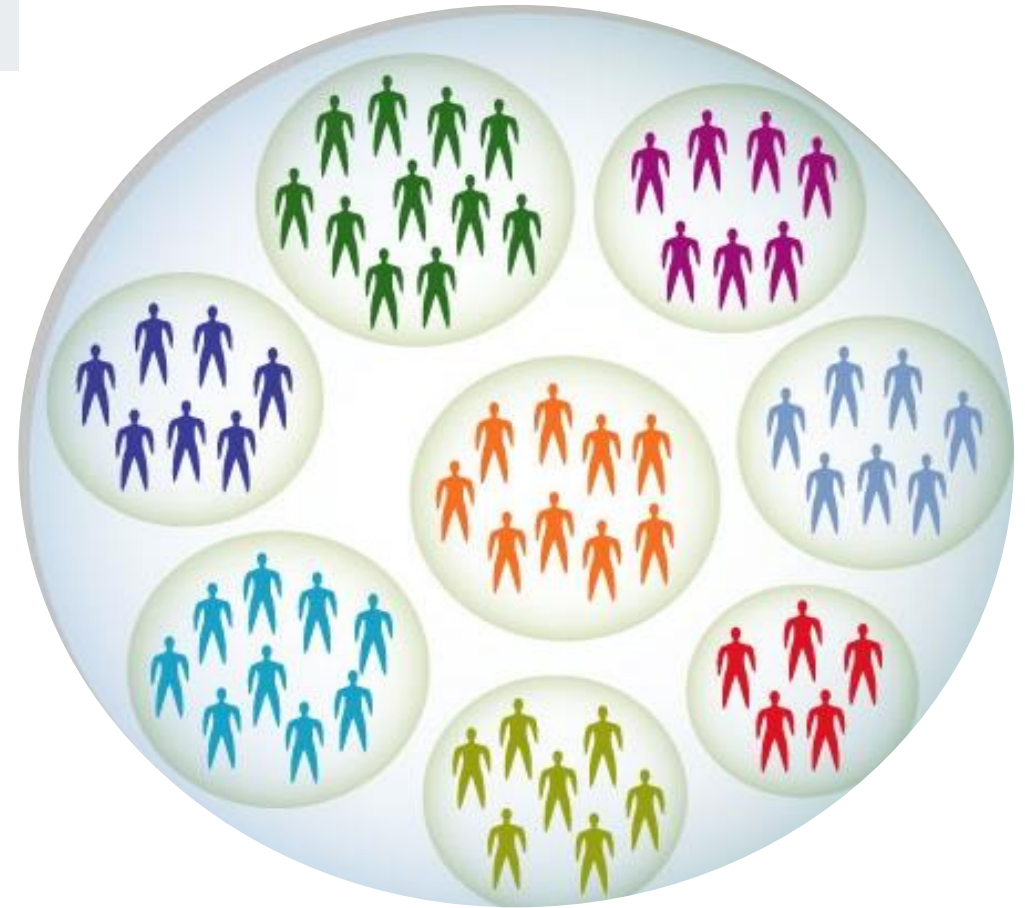
We are smarter like this...

A Positive-Sum Game

An interactive networked organization

A stable, robust, high-performance system

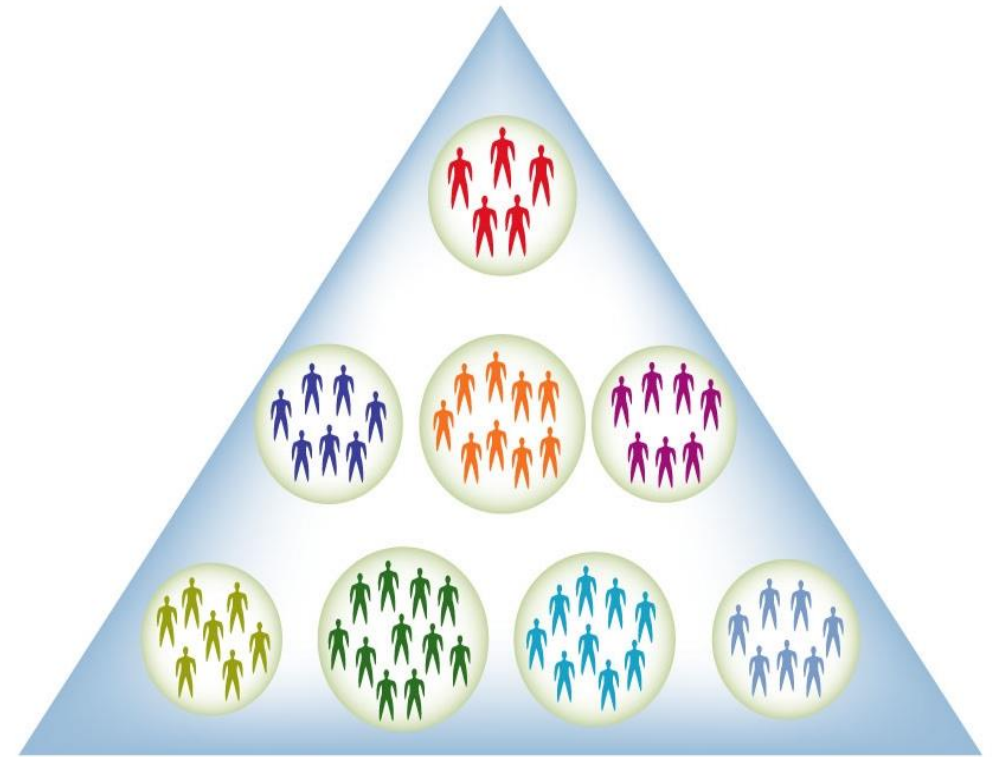
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We are less smart like this...

...And even less smart like this

A Zero-Sum Game

A hierarchical segregated organization

A fragile, unstable, low-performance system

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Organizational Structures

Develop and strengthen structures that increase communication, feedback and collaboration

For Example:
- D&I Councils
- Employee Resources Groups

Organizational Structures

Examine systems for avoidable subjectivity

Change them to be more objective

For example:
- Remove distinguishing features from resumes
- Identify diverse interview panels
- Centralized Accommodation Fund

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Organizational Structures

Establish clear criteria in advance of making decisions

- Hiring
- Training
- Interview Panels

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Organizational Structures

Goals & Accountability

"Creating a culture of integrity and accountability not only improves effectiveness, it also generates a respectful, enjoyable and life-giving setting in which to work."

–Tom Hanson, Ph.D.; Birgit Zacher Hanson, M.S., M.C.C., Who Will Do What by When?: How to Improve Performance, Accountability, and Trust with Integrity

"What gets counted, gets done."

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