



# DISABILITY

## As a Qualification for Employment

People with disabilities have life experiences that can help them succeed in the labor market. These life experiences can benefit any workplace.

Businesses are embracing the advantages that come with employing creative, industrious and well-rounded people. They seek to be an Employer of Choice for people with disabilities.

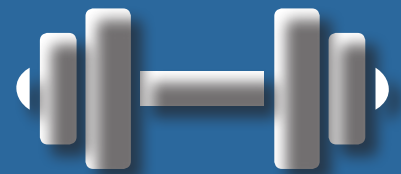
An Employer of Choice demonstrates a commitment to, and is advanced in its disability inclusion efforts. It not only supports but demands inclusive behavior and accessibility as a priority for its **workforce, community and customers**. This leads to richer and deeper conversations which contribute to the diversity and inclusive nature of the organization. As a result, all employees benefit through an increased sense of belonging, engagement, and satisfaction.

Research shows that organizations embracing best practices to employ and support people with disabilities in their workforce outperformed their peers with tangible, financial benefits\*.

“Historically, disability was hidden, something to be ashamed of. Now, I include it on my resume and disclose it in interviews as an asset.”

– Employee with a disability

### Find and Know Your Strengths!



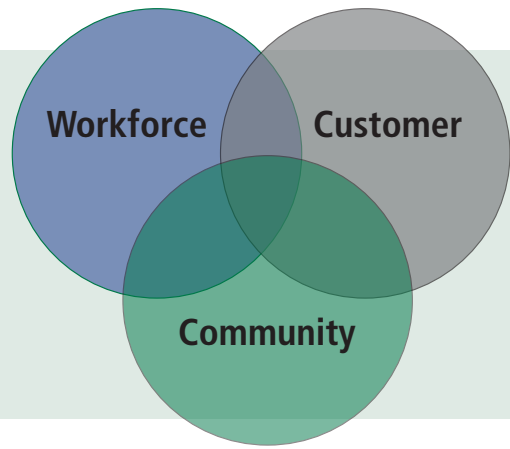
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PERSISTENT  
RESILIENT  
RESOURCEFUL  
FLEXIBLE  
EFFICIENT  
ORGANIZED  
PRAGMATIC  
STRATEGIC  
FOCUSED  
PLANFUL  
PREPARED  
TENACIOUS

\* Resources

[Getting to Equal: The Disability Inclusion Advantage](#)

[Do Ask. Do Tell. Encouraging Employees with Disabilities to Self-Identify](#)

# People with Disabilities Positively Impact All Facets of an Organization



## Workforce

People with disabilities strategically overcome barriers on a daily basis. Often, great attention to detail and multi-tasking are required to adapt and develop modifications to make processes more accessible and efficient.

Employees with disabilities are:

Technology Savvy

Creative Problem Solvers

Critical Thinkers

Adaptable

Diplomatic

Open-minded

## Community

Hiring people with disabilities enhances an organization's brand as disability inclusive and is a source of community pride. It starts a powerful conversation about reducing stigma and demystifying what people with disabilities can and cannot do.

People with disabilities participating equally in the workforce:

Increase Community Confidence

Change Perceptions

Eliminate Barriers

## Customer

When an organization employs people with disabilities, it gains a competitive edge by expanding its customer base and creating products and services that are designed to benefit everyone including customers with disabilities.

To help enhance the customer experience, employees with disabilities:

Innovate

Educate

Understand

Assist

Advocate

I bring authenticity, dimension and a unique perspective to the fabric of a diverse and inclusive culture.

Employee with a disability

People with disabilities who want to be in the workforce tend to be problem-solvers.

Employee with a disability

Disability is my superpower. Use your disability as a qualification for employment!

Employee with a disability