

FY23 Disability Inclusion Training Feedback

Number of Responses: 354

- Disability Etiquette
- Disability Awareness
- Interviewing Candidates with Disabilities

SURVEY RESPONSES

The training met my needs and expectations.

Strongly Agree/Agree **99%**

The training answered questions I had coming into the session.

Strongly Agree/Agree **97%**

The format and delivery of the content was effective.

Strongly Agree/Agree **99%**

The training content was appropriate for the audience.

Strongly Agree/Agree **99%**

The presenter was knowledgeable and engaging.

Strongly Agree/Agree **99%**

I would recommend this training to my co-workers.

Strongly Agree/Agree **99%**

I feel more confident in my ability to engage with people with disabilities.

Strongly Agree/Agree **98%**

There was enough time for questions.

Strongly Agree/Agree **92%**

COMMENTS

What other disability-related information could you benefit from learning about?

Executing reasonable accommodations policy and types of reasonable accommodations.

More case studies of how people with varying disabilities successfully perform their jobs in different industries. By "how", I mean techniques, accommodations, and success stories.

How can we do different in our recruiting efforts to attract more people with disabilities to fill open positions.

Designing our workplace and work culture to support people without accommodations (e.g., building the accommodations in to benefit everyone).

The best way to incorporate the team member into team dynamics without focusing on the disability.

What did you like best about the training?

Presenter was excellent, format was compact, concise and interactive.

The active engagement by the participants and facilitator.

The case studies were helpful in bringing the content to life. Talking through the different options, so we understood the rationale and could think about how it would be applied.

The trainer is very well versed in this field. She has made the 2 sessions I have attended extremely informative and made me feel more confident on how to handle these situations.

For an hour-long training, I learned a lot more than I would have expected.

The content (versatile and comprehensive, yet not too much); the presentation style; and the additional information to read up on.

What did you like least about the training?

Virtual training. Would be nice to participate in person.

Wish there was more time to discuss everything learned in the training.

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MORE COMMENTS

What were the key takeaways?

The key takeaway was the way to treat people with disabilities and the unintended biases we may have against people with disabilities in the process of hiring.

Just ask a simple question: Would you like help? ...don't assume that they need help. Treat them the way you want to be treated.

That there is diversity in disability - very insightful and has me thinking more about this.

That someone can be qualified for a job regardless of one's assumptions.

How much value we can get as a company by becoming an employer of choice for people with disabilities.

I didn't realize the sheer volume of people that would be classified as having a disability. It made me realize there are way more family/friends that fall into the category and the importance of ensuring our programs are accessible and that our hiring practices are equitable towards those who do have disabilities.

More needs to be done in our company to spotlight the programming and opportunities we have for people with disabilities. And we need to put more time and effort into our Career site to show up for this candidate pool.

What could be done better?

I wish there had been more time for people to share their own scenarios/situations.

Pre-submitted questions might have been helpful.

Perhaps a 90 minute version with a couple more case studies and more information on language. For 60 minutes the training was done very well.

There was a lot of great "Disability Etiquette 101" type content. I'd love to know what a "Disability Etiquette 201" session might look like!

Any additional feedback you would like to provide?

I think everyone should have to take a training like this.

As an HR practitioner with decades of experience, I found the training to be wonderful.

More managers need this training. This whole series has been phenomenal.

The training was well done. The information was presented in a clear manner and the presenter was engaging. I would absolutely recommend this training to others.