

2.1 Learning About Disabilities



Disability, unfortunately, is the most overlooked diversity group, yet the benefits this group brings to a business are significant.

Biases and lack of employer confidence contribute to employment accessibility barriers faced by job seekers with disabilities and keep this diversity group's rate of unemployment much higher than the national average. There are a growing number of employers, however, who have opened their workplaces to candidates with disabilities and discovered some remarkable benefits. There are many myths surrounding people with disabilities. Let's discuss the facts:

Although most people who are blind develop their other senses more profoundly, people with a visual impairment **do not have a "sixth sense."**

Not all people who are hard of hearing have lip-reading skills, and those who do lip-read are not all able to lip read at the same level.

Like a bicycle or an automobile, a wheelchair is a personal transportation device that enables someone to get around.

Because accessible parking spaces are designed and situated to meet the needs of people who have disabilities, these spaces should only be used by people with valid disability permits.

Most people with disabilities prefer to be responsible for themselves; however, if you would like to help someone with a disability, ask first if they want assistance before you act - **Ask the Person.**

In the past, people with disabilities were grouped in separate schools and institutions. This discriminatory practice reinforced many negative misconceptions and stereotypes about disabilities.

People with disabilities go to school, get married, work, have families, do laundry, grocery shop, laugh, cry, pay taxes, get angry, have prejudices, vote, plan, and dream like everyone else!

People who have adjusted to disabilities have often developed a lot of resilience and perseverance.

A person may use a wheelchair for a variety of reasons, none of which may have anything to do with health issues. Today, a wheelchair is considered an autonomous means of getting around!

People with disabilities are often resourceful problem solvers. For example, transportation is not necessarily a challenge.

Disclaimer:

Hire for Talent has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.