

2.3 Disability in the Workplace



Disability is not the most important part of who a person is – nor does disability negate a person’s talents, passions or other qualities that make them an asset to a workplace. Moreover, hiring inclusively makes for more sustainable, engaged, and innovative workplaces.

What do employers need to know about recruiting and retaining workers with disabilities?

- Assess candidates on an individual basis and seek to understand, “What is this person **really** good at?” and what, if any, accommodations might be required for them perform the job well?
- There are no special procedures for firing or disciplining a worker with a disability; it’s the same process as it would be with anyone else.
- When interviewing a person with a disability, ask the same job-related questions that you would ask about what the person can do rather than focusing on what they cannot do.

In 2019, the Institute for Corporate Productivity released an Inclusive Talent Pool report which described the business benefits of hiring workers with disabilities including:

- Lower employee turnover
- Improved market representation
- Employee engagement

The most notable benefit in this report was that that inclusion of workers with disabilities improved employers’ diversity and inclusion capacities across the organization. Disability inclusion made workplaces stronger.

The impacts of disability inclusion in the sustainability of business are clear. Over the next 10-15 years Canada is projected to lose 25% of our workforce as people retire and birth rates decline. The replacement of these workers will happen through immigration and the inclusion of diversity groups - and younger generations who statistically care more about workplace diversity and inclusion.

The business “winners” in this unfolding scenario will be those who build their diversity and inclusion capacity, something that workers with disabilities can help with. In short – disability

can help employers “hack” workplace diversity and ensure that they are employers of choice. **The human capital resources that Canadian business needs for tomorrow are right here, right now.**

Source:

¹ i4cp. (2019, October 22). *The Inclusive Talent Pool: Employing People with Disabilities*. Retrieved from [49% of Organizations Hire People with Intellectual and Developmental Disabilities, but 81% in the U.S. Remain Unemployed \(i4cp.com\)](https://www.i4cp.com)

Disclaimer:

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