The webinar will begin shortly…

While you wait, here are some fast facts about HR outsourcing:

3:00
minutes
until the webinar starts

Companies that outsource HR to a professional employer organization (PEO) are **50% less likely** to go out of business.

OPEN

"Professional Employer Organizations: Keeping Turnover Low & Survival High" *McBassi & Company, 2014*

The webinar will begin shortly...

While you wait, here are some fast facts about HR outsourcing:

2:00

minutes

until the webinar starts

Companies that use a professional employer organization (PEO) are **28% more satisfied** with their available selection of employee benefits.

"PEOs: Taking Outsourcing a Step Beyond Pays off for Small & Mid-Sized Companies" *Aberdeen Group, 2011*

G&A Partners
Time to grow.

While you wait, here are some fast facts about HR outsourcing:

1:00
minute
until the webinar starts

G&A Partners has an average Net Promoter Score (NPS) that is **35x higher** than that of the HR outsourcing industry.

"NPS Benchmarks for B2B" Inavero, *2014*

Before we begin...

- We are recording this webinar. The on-demand recording will be available on our website by the end of the week.

- This webinar has been pre-certified by the Human Resources Certification Institute (HRCI) for one hour of HR general recertification credit.

- If at any time during the presentation you have a question that you'd like us to answer, please send it to us using the "Questions" tab in the GoToWebinar menu bar.

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About G&A Partners

G&A Partners delivers world-class HR solutions that help build thriving businesses and make a difference in the lives of the clients and employees we serve.

G&A Partners has a local presence in the following markets:

MINNEAPOLIS

MILWAUKEE

CHICAGO

SALT LAKE CITY

DENVER GRAND JUNCTION

NASHVILLE

LAS VEGAS

LOS ANGELES

PHOENIX

DALLAS

COLLEGE STATION

AUSTIN

SAN ANTONIO HOUSTON

SAN JOSE

BOGOTA

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Playing Off Strengths: Building a disability inclusive workplace

Presenters: Kristi Arcurie, Michelle Beck-Howard, Lucy Garcia & Rachel Williamson

"Inclusion works to the advantage of everyone. We all have things to learn, and we all have something to teach."

- Helen Henderson

On a scale of 1-5, how prepared is your organization to implement a Diversity, Equity & Inclusion (DEI) Program?

What does it mean to be a DE&I Workforce?

Diversity Defined

The condition of having or being composed of differing elements.

Equity Defined

Freedom from bias or favoritism.

The root word that Equity and Equality share is aequus (pronounced \EYE-kwus\), meaning "even" or "fair" or "equal."

Inclusion Defined

The act of including: the state of being included.

Risk & Benefits

If diversity in the workplace is simply there for the sake of saying you're diverse, the initiative will fail.

- Diversity is a sprint

- Inclusion is a marathon

Companies that have diversity without an inclusive culture have:

- Lower revenue

- Lower performance

- Decreased employee morale

- Increased conflict

- Higher levels of absenteeism

https://www.forbes.com/sites/danabrownlee/2019/09/15/the-dangers-of-mistaking-diversity-for-inclusion-in-the-workplace/?sh=7f8e12924d86

Poll Question

What is the most important reason to implement a DEI program?

- **Increasing your Talent Pool**

- **Employee Retention**

- **Company Brand**

- **Applicant & Employee Rights**

- **Mitigating Risk**

Why is inclusion important?

As an employer, inclusivity is important to the success of your organization in a variety of ways, including increasing:

- Your Talent Pool

- Employee Retention

- Company Brand

- Applicant & Employee Rights

- Mitigating Risk

Talent Pool

DOL Disability Labor Force Statistics

Persons between the ages of 16 and 64 with Disabilities as of Dec. 20

- Labor Force Participation Rate: 33.2%

- Employment-Population Ratio: 29.4%

- Unemployment Rate: 11.5%

Persons between the ages of 16 and 64 without Disabilities as of Dec. 20

- Labor Force Participation Rate: 75.7%

- Employment-Population Ratio: 70.9%

- Unemployment Rate: 6.4%

https://www.dol.gov/agencies/odep/research/statistics

Seen & Unseen Disabilities

Seen

Physical Disabilities (physical impairment that causes difficulty performing certain functions like, seeing, walking, hearing, and talking.)
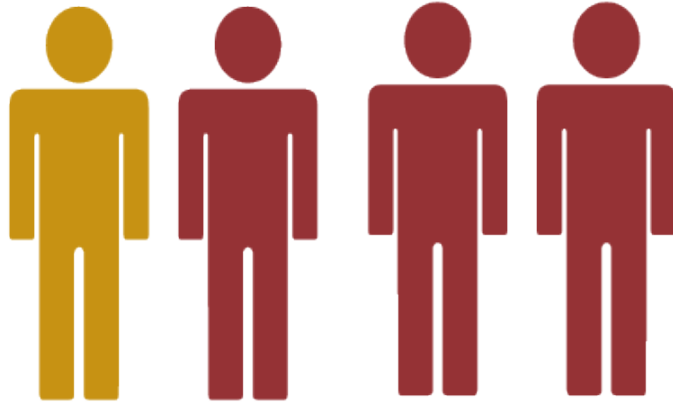

https://www.hawking.org.uk/in-pictures/14?position=11

Unseen

Diabetes, Migraines, ADD/ADHD/Bi-Polar, Depression, visual or auditory impairments, chronic pain,

https://www.gettyimages.com/photos/michael-phelps

One in four American adults has a disability.*

*2016 Behavioral Risk Factor Surveillance System (BRFSS)
https://www.cdc.gov/ncbddd/disabilityandhealth/disability-inclusion.html

Company Brand

Employers that offer the most inclusive working environment for disabled employees achieved on average:

- 28% higher revenue

- 30% greater economic profit margins

- Twice the net income of their industry peers

Getting to Equal 2018: The Disability Inclusion Advantage

Applicant & Employee Rights & Mitigating Risk

https://www.valiant.com/2-ways-to-mitigate-risk-through-payroll-management-and-tax-credits/

What is the Definition of Disability?

Americans with Disabilities Act (ADA)

- Physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.

https://disabledaccessnyc.com/the-americans-with-disabilities-act/

Does your organization currently provide DEI Training?

How do we create ways to be more inclusive?

Implement companywide training for:

- Leadership

- Managers

- Employees

What's considered offensive and what isn't?

Tips	Use	Do not use
Emphasize abilities, not limitations	Person who uses a wheelchair	Confined or restricted to a wheelchair, wheelchair bound
	Person who uses a device to speak	Can't talk, mute
Do not use language that suggests the lack of something	Person with a disability	Disabled, handicapped
	Person of short stature	Midget
	Person with cerebral palsy	Cerebral palsy victim
	Person with epilepsy or seizure disorder	Epileptic
	Person with multiple sclerosis	Afflicted by multiple sclerosis
Emphasize the need for accessibility, not the disability	Accessible parking or bathroom	Handicapped parking or bathroom
Do not use offensive language	Person with a physical disability	Crippled, lame, deformed, invalid, spastic
	Person with an intellectual, cognitive, developmental disability	Slow, simple, moronic, defective, afflicted, special person
	Person with and emotional or behavioral disability, a mental health impairment, or a psychiatric disability	Insane, crazy, psycho, maniac, nuts
Avoid language that implies negative stereotypes	Person without a disability	Normal person, healthy person
Do not portray people with disabilities as inspirational only because of their disability	Person who is successful, productive	Has overcome his/her disability, is courageous

1Okoro CA, Hollis ND, Cyrus AC, Griffin-Blake S. Prevalence of Disabilities and Health Care Access by Disability Status and Type Among Adults— United States, 2016. MMWR Morb Mortal Wkly Rep. 2018; 67:882−887. DOI: http://dx.doi.org/10.15585/mmwr.mm6732a3l.

For more resources on disability inclusion, visit: **www.cdc.gov/disabilities**

Creating a disability inclusive workplace

Build a Sourcing and Retention Plan & partner with:

- Partner with local resources

- State and Federal resources

- Community support groups

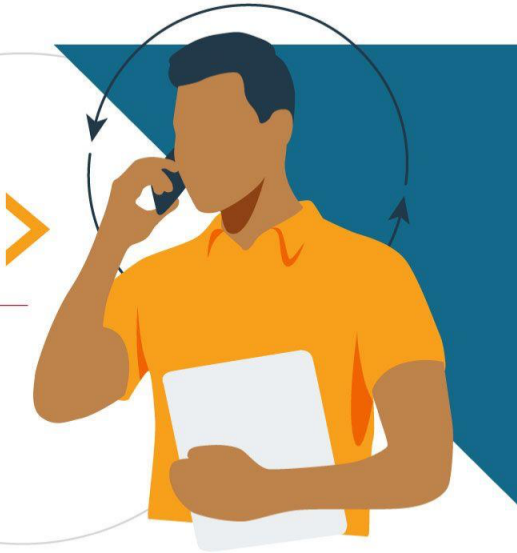# Creating a disability inclusive workplace

Provide support for employees with disabilities

- 56% of accommodations cost less than $600

- No data showing higher absenteeism

https://www.dol.gov/general/topic/disability/statistics

Creating a disability inclusive workplace

Communicate your Disability Inclusion Plan internally

- Build enthusiasm

- Brand it

- Share successes

- Evolve the plan

Cultivating an engaged team of diverse individuals

- Enlist leadership involvement

- Engage employees

- Educate the team

- Encourage employee resource groups in order to promote belonging

- Encourage teams to volunteer together

- Provide opportunities to network

- Host focus groups

Ron Heagy

http://www.rollonron.com

Summary

Defined Disability, Equity & Inclusion
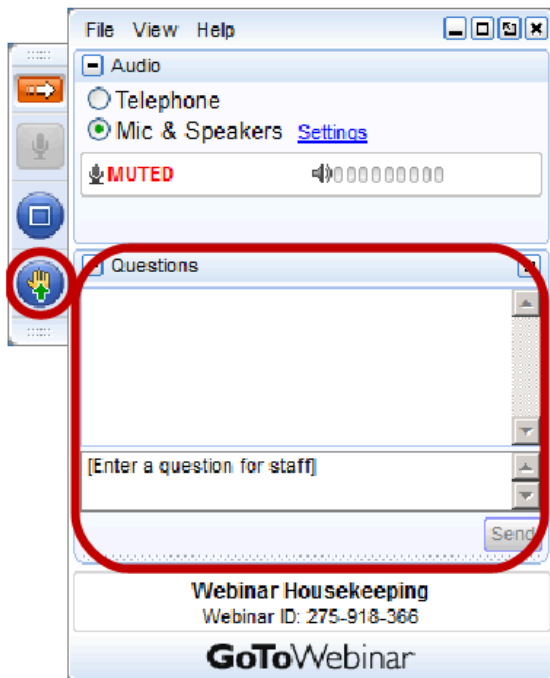
Importance of Inclusion

Definition of Disability

- Americans with Disabilities Act (ADA)

Different ways to be more inclusive

How to cultivate an engaged team of diverse individuals

Questions

You can type questions for our presenter in the chat pane of your Go-to-Webinar menu bar.

If we don't get to your questions during the Q&A session of this presentation, you can email them to info@gnapartners.com.

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For additional resources, including our on-demand webinars, visit:

gnapartners.com/resources

Resources

AskJAN.org

- Free service from the federal Office of Disability Employment Policy. Toolkits, training materials

- Toolkits, reference guides, training materials

AskEARN.org

- Resources employers seeking to recruit, hire, retain and advance qualified individuals with disabilities, toolkits, guides, trainings, job board listings

CDC.GOV/disabilities

- Provides resources on best ways to interact and communicate with people that have disabilities.

EEOC.gov

- Resource guide on recruiting, respect, retain, promote, provide accommodation

- https://www.eeoc.gov/sites/default/files/migrated_files/eeoc/interagency/employing_people_with_disabilities_toolkit_february_3_2015_v4-2.pdf

Office of Disability Employment Policy

- DOL's Office of Resource Disability Policy provides info to develop and influence disability employment-related policies and practice

- https://www.dol.gov/agencies/odep

Thinkbeyondthelabel.com

- Tools, resources, inspiration/success stories

Understood.com

- https://www.understood.org/en/workplace/rights-at-work/5-steps-to-build-an-inclusive-workplace-for-people-with-disabilities