



Partners in Inclusion



What is Neurodiversity

Neurodiversity is a concept where neurological differences are to be recognized and respected as any other human variation. These differences can include those labeled with Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, Tourette Syndrome, and other intellectual and developmental disabilities.



What is Ableism

- Ableism is a form of discrimination or prejudice against individuals with physical, mental, or developmental disabilities that is characterized by the belief that these individuals need to be fixed or cannot function as full members of society (Castañeda & Peters, 2000). As a result of these assumptions, individuals with disabilities are commonly viewed as being abnormal rather than as members of a distinct minority community (Olkin & Pledger, 2003; Reid & Knight, 2006). Because disability status has been viewed as a defect rather than a dimension of difference, disability has not been widely recognized as a multicultural concern by the general public as well as by counselor educators and practitioners.



How to be a disability Ally

- ✓ **Use people first language:** people with disabilities are people first. A disability is something you have rather than something you are.
- ✓ **Honor the experience of others:** people with disabilities often face a variety of barriers to careers, health care and community integration. This experience leads to new perspective.
- ✓ **Redefining Inspirational:** On a superficial level, it's a positive thing to be considered inspiring – until you consider the implications.



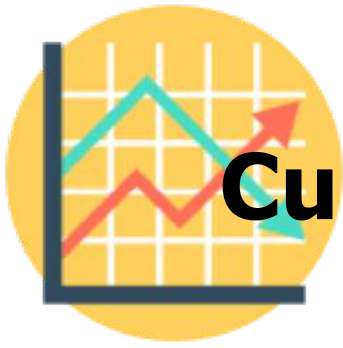
Tips for being an Ally

- ✓ **Take the stairs if/when you can:** If you see a person with a disability in line behind you for the elevator, ask yourself, "*Am I using this as a necessity or convenience?*"
- ✓ **Do not use accessible restrooms:** Accessible restrooms are adapted for a reason, not for the convenience of added space or privacy. Most restrooms have 3 typical stalls to every 1 accessible stall. Individuals with mobility restrictions, service animals and other assistive devices often cannot use an unadapted stall. Consideration for 'family' restrooms should also be given to those with children or disabilities.
- ✓ **Do not ask how someone acquired their disability or how long they have had a disability:** unless you are their doctor.



Disability in America

- **40 million** Americans have a disability – **12%** of the population
- **11 million** people with disabilities are not in the labor force, **7%** of national labor force
- Only 17% of people with disabilities are born with their disability – the other **83% *acquire* their disability later in life.**
- **71% of people with disabilities have an invisible disability** (e.g. epilepsy, diabetes, etc.) and only 29% have a visible disability (e.g., wheelchair user, cane, assistive animal, etc.)



Current Bay Area Labor Market

- Unemployment rate in SF: 2.7%
 - Disability unemployment rate: 76%
- Competitive recruitment environment
- High turnover, particularly in administrative and entry-level roles

Employer Benefits

- ✓ Individuals with disabilities represent over \$66 billion in buying power annually
- ✓ Customer and employee loyalty
- ✓ **W**ork **O**ppportunity **T**ax **C**redits available for companies hiring individuals with disabilities



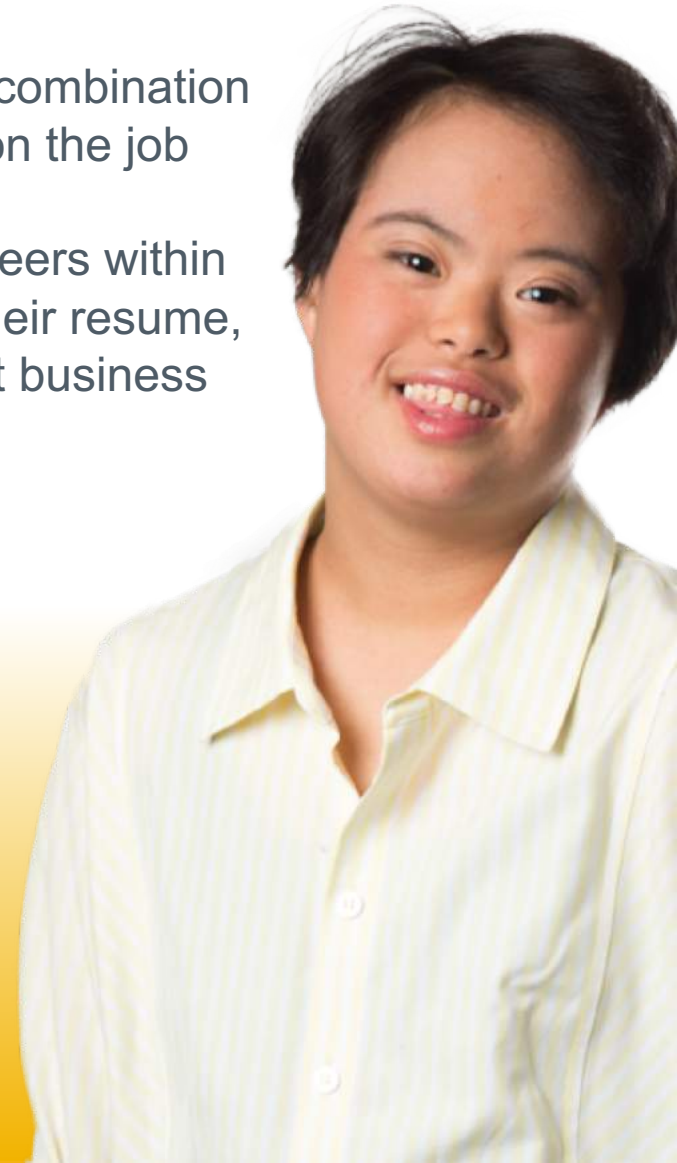


Internship Overview

- 4 weeks of internship prep courses reviewing professionalism, communication, and travel training
- Onsite job coaching for the duration of the 6 month intern placement
- Ongoing coursework and job development
- 100% placement goal within 90 days of graduation

Internship Programs

- ✓ Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and on the job training.
- ✓ The goal of each intern is to have exposure to careers within the company to develop marketable skills, build their resume, and attain competitive employment within the host business or in a related position in the community.



Why Internships?

Benefits of being an Intern

- ✓ Many individuals with intellectual and developmental disabilities have had limited exposure to the broad spectrum of career paths.
- ✓ Internships allow for a highly supported environment to build skills and explore opportunities.
- ✓ Internships provide an opportunity to gain marketable skills at a well-known company and build a strong resume.
- ✓ Earn and Learn

Finding the right candidate

- ✓ Assessments
- ✓ Career exploration
- ✓ Workforce immersion internships
- ✓ Community College and Adult Education supports



Why Internships?

Benefits of hosting an Intern

- ✓ Business receive pre-screened, motivated workers who are eager to perform and learn.
- ✓ Being a host company is a great way to pre-screen potential future team members not only for your department, but for the company at large.
- ✓ Management skill development opportunity for members of your team who do not currently manage other staff. Having an intern is a great way to learn managerial skills.
- ✓ Meet your diversity and inclusion goals by participating in a program that trains individuals to be independent and self-sufficient members of the workforce
- ✓ Join other industry leaders who are tapping into this dynamic talent pool.

Host Commitment

- ✓ Host intern for 16 hours per week
- ✓ Provide work space and computer
- ✓ Provide a meeting space for classroom activities 3 times per week
- ✓ Assign a dedicated staff supervisor to manage assignments and perform evaluations
- ✓ Consistent work flow to keep intern busy and engaged
- ✓ Inclusive workgroup setting exposing interns to their first corporate work culture

****There is no salary or onboarding commitment from host companies****

Support Structure

Arc On-Site Internship Coach

- Full-time onsite expert and resource for management team
- Serve as a liaison between employer and client
- Assist with all initial training and corporate culture acclimation
- Create tools for job completion and assist with accommodations
- Provide weekly educational programming to interns.



Tips for Working with People with Disabilities



Supervision Strategies

- Not required to lower quality or standards for any co-worker
- Communicate expectations with all co-workers
- Workers with disabilities need timely feedback and professional development just like others



Tools for Success

- ✓ **Set meeting time with supervisor:** set meeting times or check-in with time limitations provide support and also allow for structure . Alternative communication tools should be used outside of set meeting times (text, email, etc.)
- ✓ **Task Lists and Self-Audit:** It is crucial that your Arc client employee builds the ability to self-monitor or assess if a project is complete. Job coach will provide support tools such as task lists, visual schedules, and alarms. All tools will be shared with supervisor.
- ✓ **Downtime Options:** All jobs have downtime. Backup task list and/or additional trainings will be provided to the client employee. This should be a self-directed activity with coach support. The goal of downtime or extra tasks is to decrease need for supervisor intervention and create efficiency.
- ✓ **Offsite Support:** Based on feedback from supervisor, the job coach and other members of the Employment team will provide offsite supports.

Support for New Roles

- + **Initial Support:** All clients receive 100% support at the beginning of a new placement or new role for a minimum of two weeks. Full-time support can be extended based on client need.
- + **Fading:** Job coach will begin a slow fade after meeting with client and supervisor. Additional responsibilities should not be added in the first 60 days.
- + **Additional Responsibilities or Hours:** Once a client has reached a stable point in their role, additional responsibilities can be offered. Ideally, client is working independently at least 50% of the time prior to new responsibilities being added. Job coaching will increase as needed for new training.

Universal Learning for the Workforce



- Leveraging strengths
- Identifying tools
- Demystifying needs
- Expediting onboarding

The How: UDL in action

- Application of UDL and learning style theories



In Practice in Museums4Inclusion

- Intern resumes with learning styles
- Center-wide training for staff
- Personalized assessment with clients
 - “What Kind of Smart Am I?”

Tips for Working with People with Disabilities

- Talk directly to the person with the disability— NOT to an aide, coach, or sign language interpreter
- Encourage co-workers to respect the skills and abilities of all co-workers
- Remember that the new person was hired because they have the skills to do the job

Keys to Successful Placements

- ✓ **High Expectations:** clear performance metrics and accountability.
- ✓ **Strong Communication:** Communication between staff person, coach, and manager is clear and consistent. Job coaches serve as bridge.
- ✓ **Accommodation:** Providing the work space, tools, and time needed for success.
- ✓ **Building Independence:** The core goal of supported employment is for individuals to build the skills needed to complete their jobs independently.

Be a champion for your company

- ✓ **Share our Test Cases:** Connect directly with a current employer and learn how hiring through The Arc has supported critical business needs and D&I goals.
- ✓ **Talk to your talent management/HR Team:** Does your company have a Diversity and Inclusion Plan? Where does disability fit in this plan?
- ✓ **Attend a workforce networking event:** Our Business Advisory Council hosts networking events throughout the year to highlight our partnerships and success. Join us!



How to be a champion for your company

- ✓ **Shift your lens:** People with disabilities make up a dynamic talent pool.
 - Instead of, “What kind of job could a person with ID/DD do?” Try, “Why couldn’t a person with ID/DD add value in this role?”
- ✓ **Get to know your talent needs:** Where does your company need support? What is a pain point we can help you resolve?



Additional Resources

Arc Website and Employment Video

Thearcsf.org beyond expectations video

Disability Video

<https://www.youtube.com/watch?v=Gv1aDEFIXq8>

Management and Best Practice Resources

- http://www.askearn.org/refdesk/Supervision_Management/Managing_Performance
- http://www.askearn.org/refdesk/Inclusive_Workplaces/Etiquette

Universal Design

http://www.askearn.org/refdesk/Inclusive_Workplaces/Universal_Design

