



Accessible
Travel**NYC**

Accessibility Blueprint

Session 3: Accessible Organization

Peter Slatin (he/him) & Lakshmee Lachhman-Persad (she/her)

Labor Market Outlook

- Only 33% of working-age Americans with disabilities are employed.
- It's the 3rd largest market segment with over 10 million people.
- Federal guidelines recommend that companies hire at least 7% of people with disabilities.

Barriers to Hiring People with Disabilities

- Low expectation
- Concern about disruptions.
- Fear of cost of accommodations. Actual average cost = \$500. (*1)
- High maintenance and low productivity.

Diverse workforce including employees with disability outperforms the competition by 28%. (*2)

1. <https://askjan.org/topics/costs.cfm>

2. https://www.accenture.com/t20181108t081959z__w__/_us-en/_acnmedia/pdf-89/accenture-disability-inclusion-research-report.pdf

Resources for Hiring People with Disabilities

Multiple resources:

- Your network
- Government: MoPD; Commission for the Blind
- Agencies/Advocacy Orgs: ADAPT; United Spinal; National Federation of the Blind; Autism Speaks; Hearing Loss Association

Self-Identification & Disclosure

- Some people may identify with a disability but do not wish to disclose. Others may not recognize or accept that they have a disability.
- Disclosure is a personal decision.

Drivers of Non-Disclosure

- Fear of microaggression or bullying
- Unfair judgments /low expectations
- Shame and stigma
- Fear of career stagnation

Companies need to signal support from the top.

Benefits of Disclosure

- Access to accommodations
- Increased support from coworkers, supervisors.
- Flexible or modified schedules.

Supporting Employees with Disabilities

- Ensuring the physical and digital environment is accessible.
- Social accessibility through culture building.
- Internal support groups are encouraged.

Benefits of Hiring People with Disabilities

- Tapping into different perspectives and lived experience.
- Increase diversity and reinforce brand identity.
- Potential Tax Credits*

Diversity drives innovation.

Creating an Accessible Organization

- Designate an organization-wide accessibility leader
- Designate business unit accessibility leaders
- Learn what each unit needs to support the 3 Accessibility Foundations
- Create short, medium and long term accessibility goals
- Get ready to take this on the road to members and stakeholders!

Thank you!

We like questions, ask away.

Peter peter@slatingroup.com

Lakshmee accessibletravelnyc@gmail.com