



How an Inclusive Hiring Process Enables  
Companies to Grow Profits

# Establishing a Disability Friendly Corporate Culture

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# Many Companies Today Want To....

- **Become a Workplace that is Welcoming to People with Disabilities**
- **Be Recognized in the Community as a Place where People with Disabilities Want to Work**
- **See People with Disabilities Grow into Leadership Roles in their Organizations**

# Recruitment: Promotion Materials and Job Descriptions

- **What does the recruitment message indicate?**
- **Does the outreach get to where qualified individuals with disabilities will see it?**
- **Job Descriptions –**
  - **Accurately capture work to be performed**
  - **Free of unnecessary requirements not related to work performed**
- **Use every opportunity to communicate your willingness to accommodate**

# Engagement: Screening and Interviewing

- **Expand internal awareness and understanding of disability**
- **State availability and opportunity to request accommodations**
  - **How will applicants know how to ask?**
  - **How will applicants know it's okay to ask?**
  - **Ask everybody often and in multiple contexts**
- **Don't hesitate to consult with applicant about what works**

# Inclusion: Accommodation

## Become Welcoming and Accessible

- **Make the workplace physically accessible for employees and customers**
- **Make accommodating technologies available for employees and customers**
- **Build flexibility into organizational procedures and processes**
- **Build an awareness of inclusion and flexibility into the culture of the workplace**

# Welcoming Environment

## Develop Internal Champions

- **Create Affinity Groups**
- **Reach out to disability community**
- **Take the time to understand the strengths and needs of employees**

# NDI's Inclusive Employment Solutions Team

- Our [Inclusive Employment Solutions \(IES\) team](#) offers technical assistance, tools and resources to improve employment services and outcomes for individuals with disabilities.
- IES solutions and services are informed by more than 15 years of subject matter expertise in national disability and employment technical assistance centers.



**Learn more: For more information on our areas of intensive and targeted services and how IES can support your work:**

**Contact us at:**

[IES@ndi-inc.org](mailto:IES@ndi-inc.org).

# Questions and Answers



*Thank You!!*

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