Bridging the Gaps for a Truly Diverse Workplace

August 14, 2024

**Table of Contents**

Executive Summary……………………………………………………………………….. 3

Current Situation ………………………………………………………………………….. 4

Overview

Assessment

Representation

References ……………………………………………………………………………….. 5

**Executive Summary**

This report outlines and assesses the need for this company to advance its disability inclusion. Diversity and inclusion play a major role in the success of many if not all companies. Ensuring that our company is accessible to and supportive of disabled individuals is imperative. We take a look at where we lack diversity and inclusion and provide suggestions on how to be diverse and inclusive to everyone moving forward.

Current Situation

**Overview**

We as a company recognize and understand that diversity, equity, and inclusion is a must. However, we tend to forget that people with disabilities are a part of a diverse group. Honing in to disability as one of the key components of part of the company’s bigger strategy for diversity and inclusion could benefit not only the company and its employees but the consumers as well. According to Kilsik (2023), ““Disabled people have higher levels of motivation, innovation, loyalty, problem-solving skills, and the ability to identify creative solutions. And it’s time to retire the outdated perception of disabled employees as needing wheelchairs or seeing-eye dogs.” Disabilities are more than meets the eye or are not only presented with physical attributes.

**Assessment**

Are we ready for this next step and if not, how can we get ready? Kilsik 2023 suggests that companies use the Disability Equality Index assessment tool because it is said to help companies identify the ways or steps, they can take to advance their disability inclusion. The DEI is said to measure culture and leadership, employment practices, and more.

Representation

As I look around

References

Edenred Benefits.Innovative employee benefits (2024, April 25). A comprehensive guide to ensuring accessibility for employees with disabilities.EDENRED <https://edenredbenefits.com/a-comprehensive-guide-to-ensuring-accessibility-for-employees-with-disabilities/>

Kislik, L. (2023, Jan 17). Disabled People Are a Vital Part Of Your Workforce: Advice To Help You Manage.” <https://www.forbes.com/sites/lizkislik/2023/01/17/disabled-people-are-a-vital-part-of-your-workforce-advice-to-help-you-manage/>

Lindsay, S., Cagliostro, E., Albarico, M., Mortaji, N., & Karon, L. (2018). A Systematic Review of the Benefits of Hiring People with Disabilities. Journal of Occupational Rehabilitation, 28(4), 634-655. <https://doi.org/10.1007/s10926-018-9756-z>

Williams, T., & Hagood, A. (2019). Disability, the Silent D in Diversity. Library Trends, 67(3), 487-496. <https://doi.org/10.1353/lib.2019.0008>