

The National Business & Disability Council's
Virtual Disability Inclusion Summit:

MOVING FROM AWARENESS TO ACTION



Takeaways and/or Action Steps from the NBDC Virtual Disability Inclusion Summit on October 21, 2020

STATE OF DIVERSITY AND INCLUSION IN THE COVID-ERA

Presenter: Jennifer Brown, Founder and CEO - Jennifer Brown Consulting

1. Think about how you build relationships within your own community and how you begin conversations with others.
2. Think about how they have informed the aspects of who you are that you are proudest of.
3. Reflect on your inclusive leadership journey. Take JBC's Inclusive Leader Assessment at www.inclusiveleaderassessment.com and find out where you appear to fall on the Inclusive Leader Continuum.

SESSION 1 – WHAT YOU SHOULD KNOW ABOUT COVID AND THE ADA

Presenters: Brian East, Sr. Attorney - Disability Rights Texas; and Jennifer Mathis, Deputy Director - The Bazelon Center for Mental Health Law

1. Do not fire or furlough because of a COVID-19 risk factor (the employee's, or that of one they live with or care for).
2. Follow CDC guidance for determining when an employee who had COVID-19 can safely return to work.
3. Be flexible in offering accommodations to those with risk-factor disabilities and engage in the flexible interactive process in good faith.

SESSION 2 - STRATEGIES FOR VIRTUAL DISABILITY RECRUITING

Presenter: Keryn Rowland, VP of Human Resources - Synchrony Bank

1. Just because you're changing the medium doesn't mean you should change your hiring process. If you normally have your candidates go through six interviews, then you should continue that.
2. Ask the same questions that have worked for you in the past, while allowing for a bit more personalization that may happen as a result of the intimate setting of the person's home.
3. Virtual recruitment strategies are important tools in the toolbox. They can help companies hire qualified workers with differing abilities.

SESSION 3 – THE INTERSECTION OF RACE + DISABILITY

Presenter: Dr. Ruth C. White, Clinical Associate Professor in the Suzanne Dworak-Peck School of Social Work - University of Southern California.

1. Host a listening session for People of Color (POC), and those with disabilities, to learn about concerns and needs.
2. Bring POC and people with disabilities into the rooms where decisions are made.
3. Focus on what POC with disabilities can bring to the organization, instead of only on what accommodations you have to make for their success.

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SESSION 4: SUPPORTING EMPLOYEE MENTAL AND EMOTIONAL HEALTH

Dan Pelton, PhD., Mental Health Advisor – Deloitte Consulting

1. Frequent check-ins with staff, formally and informally, can help cultivate an inclusive environment.
2. Arm practitioners with knowledge of how to seek professional help when needed, and how the organization can make accommodations for people with mental health related concerns.

SESSION 5: BENEFITS AND VALUE OF MENTORING AS A DISABILITY INCLUSION STRATEGY

Derek Shields, President – ForwardConsulting

1. Mentoring is an effective tool for increasing and shaping an inclusive workplace culture.
2. Mentoring enhances perspectives and drives innovation and problem-solving within organizations.

The National Business & Disability Council at The Viscardi Center's team can help your organization move from awareness to action, by providing the resources and tools to take implementable steps to drive disability inclusion forward. To learn more, contact Carmen Daniels Jones at nbdcconsultant@viscardicenter.org.