

A DISABILITY DISCLOSURE SIMULATION AS AN EDUCATIONAL TOOL

WHAT IS THE STUDY ABOUT?

Disability disclosure discussions are critical, yet many employers struggle with how to have them.



BARRIERS TO DISCLOSURE AND ACCOMMODATIONS:

- Type and severity of disability
- Fear of stigma and discrimination
- Lack of knowledge
- Workplace environment

THIS RESEARCH LOOKED AT:

Identifying issues about disclosure discussions



How educational simulations, life-like environments that portray these issues can help employers

THE GOAL OF THIS RESEARCH:



Encouraging disclosure conversations

Builds employer's confidence



Improves workplace inclusion

Creates diversity



WHAT DID WE DO?

7 PARTICIPANTS



2 SESSIONS



2 FOCUS GROUP DISCUSSIONS

7 employers and HR managers who hire people with disabilities



1) Participants built the disability disclosure scenario content

2) Described the scenario template

1) How to facilitate a disclosure discussion, creating inclusive environments, and hiring those with disabilities

2) How the session influenced employers perspectives on disclosure

WHAT DID WE FIND?

Creating a comfortable space for employees to disclose disability requires good communication, honest discussions, appropriate language, and building trust



How to respond to an employee's disability disclosure involves appropriate training and helping to pivot the conversation to exactly what they need to succeed



4 THEMES

How to ask employees about their disability starts with focusing on their needs and individuals strengths, rather than the medical condition, leading to a more inclusive employer



Simulations as an educational tool for employers are useful because it focuses on obtaining a diverse workforce, greater knowledge of disability, an understanding of the complexity of disability issues, and addressing stigma



IMPACT FOR CLIENTS, FAMILIES, AND CLINICAL PRACTICE



Employees will receive proper accommodations that will help them succeed in the workplace

Obtaining effective disclosure discussions can assist employers when hiring and retaining employees with disabilities

The educational simulation can be used by other researchers, employers, and managers to increase their knowledge of disability and diversity in the workplace

Job skills training is needed for people with disabilities to help them understand what employers are looking for when hiring

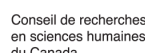


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