

# A FRAMEWORK FOR DEVELOPING EMPLOYER'S DISABILITY CONFIDENCE

## WHAT IS THE STUDY ABOUT?

**DISABILITY CONFIDENCE**

The definition in the literature is inconsistent and unclear.

Gaining *disability confidence* begins with interacting/working with those with disabilities to improve positive attitudes, social inclusion, and empathy.

**THIS STUDY AIMS TO...**

Develop a better understanding of the concept of disability confidence from using **2 perspectives**:

1. Employers who hire people with a disability
2. Employees with a disability

## WHAT DID WE DO?

**INTERVIEWS**  
35 PARTICIPANTS

- 17 youth who have disabilities
  - 11 females
  - 6 males
- 18 employers who hire youth with disabilities

**INCLUSION CRITERIA**

**Youth**

- Currently employed or looking for employment
- Aged 15-35 and who had a disability

**Employers:**

- Currently an employer
- Manager and/or work in human resources with experience in recruiting and hiring people with disabilities

**ASKED ABOUT...**

- Strategies for maintaining employment
- Experiences of social inclusion within the workplace and advice they had for others
- Current practices for employing youth with disabilities
- Whether and how employers create an inclusive employment
- How they retain people with disabilities

## WHAT DID WE FIND?

**Stages of disability confidence**

- Supportive and inclusive work culture
- Employers are leading social change
- Building employment and tools for youth to display skills
- Involves stigma and discrimination because of lack of knowledge
- People are uncomfortable around disability and judge more harshly than those without disabilities

**1. DISABILITY DISCOMFORT**

**2. REACHING BEYOND COMFORT ZONE**

- Involves disability awareness training to improve workplace culture by changing the mindset
- Shared lived experiences that help break down stereotypes
- Business case for hiring people with disabilities, they are innovative, problem solvers, and obtain a strong work ethic

**3. BROADENED PERSPECTIVE**

- Challenging stigma and stereotypes
- Minimizing bias and focusing on abilities
- Valuing the talents and potential they have instead of hiring for company image
- Do not focus on nature of condition

**4. DISABILITY CONFIDENCE**

## IMPACT FOR CLIENTS, FAMILIES AND CLINICAL PRACTICE

Disability confidence among employers is critical for enhancing the social inclusion of people with disabilities.

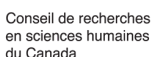
Understanding the components of disability confidence is crucial for enhancing attitudes, behaviours, and promotes the meaningful inclusion of people with disabilities in the workplace.

Future research should consider what characteristics are associated with various stages of disability confidence, including disability type, job role, industry type, and employee socio-demographics.

There are several benefits of hiring people with disabilities including improving profitability and competitive advantage.

Lindsay, S., Leck, J., Shen, W., Cagliostro, E., & Stinson, J. (2019). A framework for developing employer's disability confidence. *Equality, Diversity and Inclusion: An International Journal*, 38(1), 40-55. <https://doi.org/10.1108/edi-05-2018-0085>

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