Disability disclosure discussions are critical, yet many employers struggle with how to have them. This research looked at identifying issues about disclosure discussions. The goal of this research is to encourage disclosure conversations, build employer's confidence, improve workplace inclusion, and create diversity.

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

The themes of the study include:

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 do?

7 PARTICIPANTS

7 employers and HR managers who hire people with disabilities

2 SESSIONS

1) Participants built the disability disclosure scenario content
2) Described the scenario template

2 FOCUS GROUP DISCUSSIONS

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 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.

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.

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:

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.

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.

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