



1



2

Your Presenters



Ari Campbell, VP of Operations



Lindsey Hill, Director of Mission Advancement

3

About Tangram

◆ Services

- Residential Support/Independent Living
- Community Access
- Behavioral Health
- Employment Services
- Disability Inclusion Training



4

Today's Presentation

- ◆ What is a disability?
- ◆ The forgotten population
- ◆ Barriers
- ◆ Fear and Stigma
- ◆ Start with why
- ◆ How to get started
- ◆ Resources



5



6

What is a disability?

- ◆ Americans with Disabilities Act definition:
 - A physical or mental condition that substantially limits one or more major life activities;
 - A history of such a condition; or
 - A person is believed to have a physical or mental impairment that is not transitory and minor.



7



8

Types of Disability



This Photo by Unknown Author is licensed under [CC BY](#)



9

Invisible/Hidden Disabilities

- ◆ 20% of Americans have an invisible disability, making the majority of disabilities hidden. [[Accessibility.com](#)]
- ◆ 62% of employees with a disability have a hidden disability.
 - Among white-collar, college educated employees, 30% have a disability. [*"Disabilities and Inclusion," 2017, Center for Talent Innovation*]



10

The forgotten population



11

Your DEI Plans

- ◆ Are disabilities represented?



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)



12

August 2021 Labor Statistics

- ◆ Unemployment Rate:
 - 5.0% (without disabilities)
 - **10.9%** (with disabilities)

(U.S. Department of Labor, Office of Disability Employment Policy)



13

Barriers to Inclusion

- ◆ Attitudinal
- ◆ Communication
- ◆ Physical
- ◆ Social
- ◆ Transportation



14

What are your fears?

- ◆ Some common ones:
 - Cost (accommodations, insurance, etc.)
 - Communication
 - Skills/Abilities
 - Training time
 - Ability to dismiss
- Others?



15

What's the "why?"

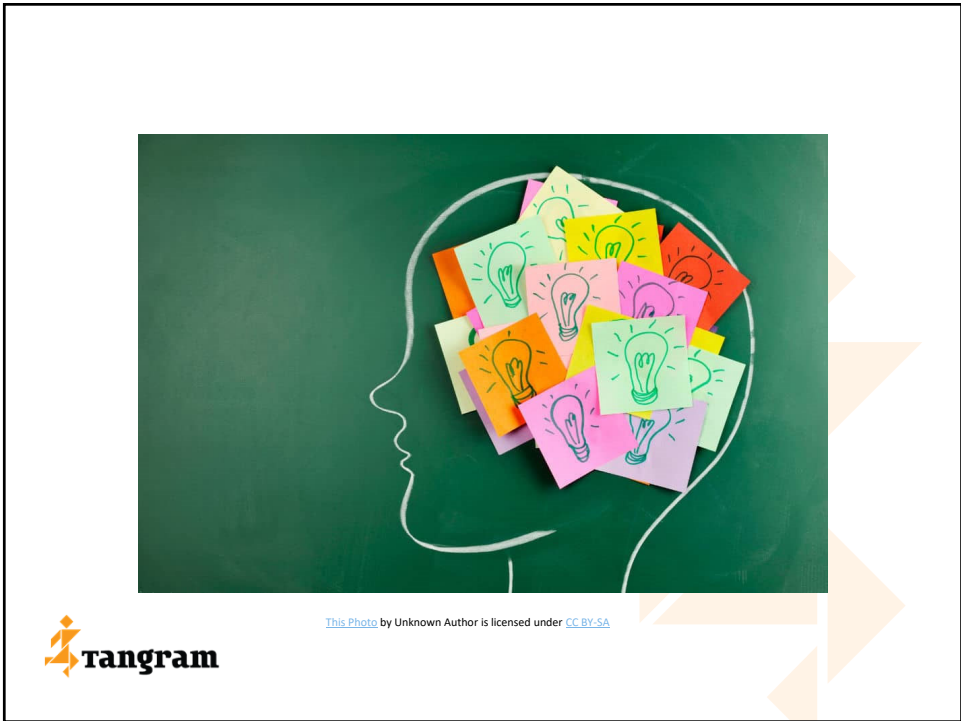


16



 **Tangram**

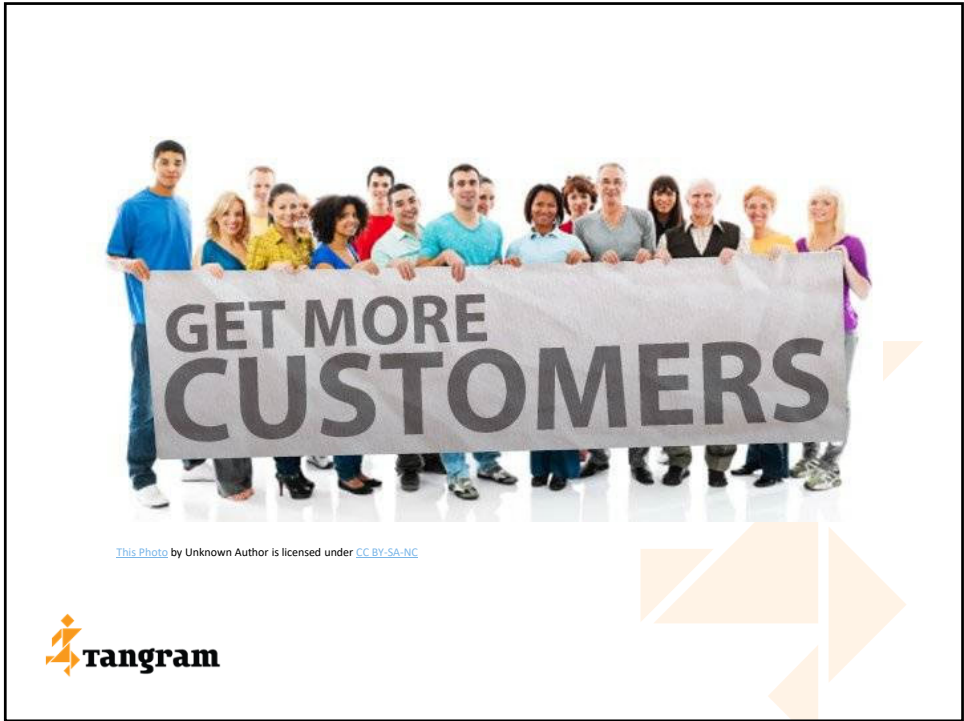
17



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

 **Tangram**

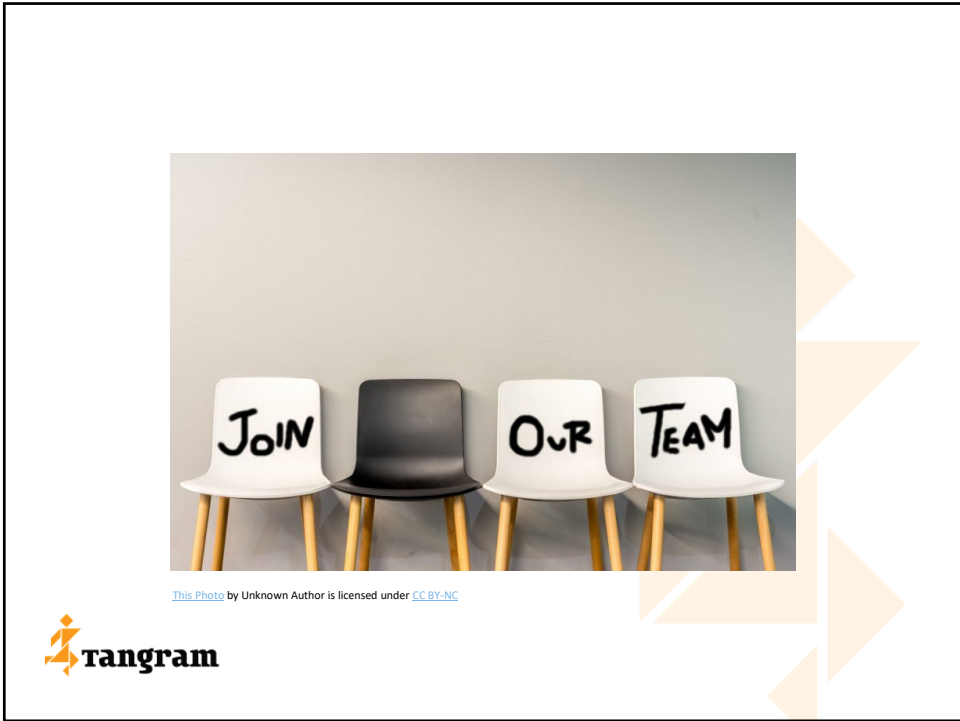
18



19



20



21



22




23

THANK YOU!

Tangram
5155 Pennwood Drive, Indpls., IN 46205
www.thetangramway.org/disability-inclusion

Ari Campbell:
acampbell@thetangramway.org
Lindsey Hill: lhill@thetangramway.org



24

Resources

- ◆ CDC: Disability Impacts All of Us
<https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html>
- ◆ CDC: Disability Inclusion Barriers
<https://www.cdc.gov/ncbddd/disabilityandhealth/disability-barriers.html>
- ◆ Disabilities and Inclusion, Center for Talent Innovation:
https://www.talentinnovation.org/_private/assets/DisabilitiesInclusion_KeyFindings-CTI.pdf



25

Resources (cont'd)

- ◆ Getting to Equal: The Disability Inclusion Advantage:
https://www.accenture.com/_acnmedia/pdf-89/accenture-disability-inclusion-research-report.pdf
- ◆ Job Accommodation Network:
<https://askjan.org/index.cfm>
- ◆ <https://hbr.org/2020/03/do-your-di-efforts-include-people-with-disabilities>
- ◆ Websites for Jobseekers with Disabilities:
<https://cdn.zephyrcms.com/bc8a844d-5322-4dd8-9850-da0f78f17bd2/-/inline/yes/websites-for-job-seekers-with-disabilities.pdf>



26