



from **DISABILITY**
to **INCLUSION**

VALUING PEOPLE WITH
DISABILITIES IN THE WORKPLACE

Section 4. Accessible Recruiting
--- Useful Resources

Useful Resources:

Click on the title to learn more!

The Employer Assistance and Resource Network on Disability Inclusion (EARN)

Free resources that help employers tap the benefits of disability diversity. They educate public- and private-sector organizations on ways to build inclusive workplace cultures, and empower them to become leaders in the employment and advancement of people with disabilities. Includes resources to help employers recruit, hire, retain and advance people with disabilities.

WorkInCulture's Inclusive HR Toolkit is a general online resource addressing human resources practices from the perspective of inclusion. This toolkit includes adaptable and adoptable policy examples, best practices, links, resources, and checklists.

Employers' Toolkit: Making Ontario Workplaces Accessible to People With Disabilities, 2nd Edition

The Conference Board of Canada has partnered with the Ontario government's EnAbling Change Program to develop resources to help employers tap into a vibrant and underutilized labour pool—people with disabilities. This toolkit provides practical advice to employers of all sizes about simple changes they can implement to make their workplaces more inclusive for people with disabilities and suggestions on complying with the Employment Standard as set out under the Accessibility for Ontarians with Disabilities Act. It includes resources such as checklists, tips and techniques, links to other resources, case studies (business profiles), and guidelines for small businesses to help employers implement accessible employment strategies and practices.

Tapping the Talents of People with Disabilities (The Conference Board of Canada) This resource guide, developed to assist employers in hiring people with disabilities and integrating them into their workplace, contains practical advice on everything from pre-employment considerations through recruitment and selection, appropriate modifications to accommodations, and workforce education.

From Disabilities to Possibilities Employers' Guide (Link Up Employment Services for People with Disabilities) This is a guide to hiring and retaining people with disabilities, aimed at frontline managers in Ontario companies and organizations.

Business Strategies that Work: A Framework for Disability

Recruiting and Retaining Persons with Disabilities in British Columbia - What Every Employer Needs to Know (Government of British Columbia) This document summarizes the business case for recruiting people with disabilities and provides resources to assist employers.

Guide to Hiring Persons with Disabilities for Saskatchewan Employers - The Guide to Hiring Persons with Disabilities for Saskatchewan Employers grew out of the need for employers to have information on employing persons with disabilities that is Saskatchewan specific. The Guide will also be useful for other interested stakeholders wanting information on the employability of persons with disabilities.

Path Employment Services PATH Employment Services specializes in helping people with disabilities get jobs. Knowledgeable professionals work collaboratively with job seekers to develop employment plans and help them find employment suited to their qualifications. PATH also provides a range of services to employers to ensure that the hiring process is successful and to assist with employee training and retention.

WORKink Workink is a powerful online employment and career development portal for people with disabilities. It provides job search tools, career guidance and other resources for job seekers. It also offers valuable information for employers considering hiring people with disabilities.

NOTEWORTHY INITIATIVES, REPORTS & ARTICLES

Partnership Council on Employment Opportunities for People with Disabilities: Initial Report The Council submitted recommendations to the government on how to enhance employment opportunities for Ontarians with disabilities.

The road to inclusion: Integrating people with disabilities into the workplace (Deloitte Canada Annual Dialogue on Diversity Report) This report contains findings from a series of cross-Canada round-table meetings with representatives from the business community, special interest groups, government agencies, and Paralympic athletes.

Think Beyond The Label is a public-private partnership that delivers information, outreach and resources to businesses, job seekers and the public workforce system to ensure greater recruiting and hiring opportunities for job candidates with disabilities. While this is a US based initiative, there are many great resources available for Canadian employers.

Carleton University's Research, Education, Accessibility and Design (READ) Initiative

Paid Internships Give Disabled Workers a Leg Up in the Workplace

Research Brief: Disability Inclusive Recruitment and Hiring Practices and Policies: Who Has Them and What Difference Does it Really Make?

Youth with Disabilities System Change for Lifelong Career

Partnership Council on Employment Opportunities for People with Disabilities: Initial Report

Recruiting and Hiring Individuals with Disabilities: Solution Guide – Centre for Energy Workforce Development

INCLUSIVE JOB DESCRIPTIONS

How Changing One Work in Job Descriptions Can Lead to More Diverse Candidates

How to Write Inclusive Job Descriptions

Writing an Effective Position Description

Evidence-based Practice for Inclusive Hiring

ELIMINATING RECRUITMENT BIAS

WorkInCulture-Recruitment Processes

Seven Steps to Reduce Bias in Hiring

How innovative companies combat unconscious hiring bias

Identifying and Avoiding Interview Biases

Breaking down bias: How recruitment tech is making hiring more fair

6 Tips for Taking the Bias Out of Your Hiring Process

SELF-DISCLOSURE

Encouraging Self-Disclosure

Have a resource you'd like to share?

Please send it our way!