

The Climate of Inclusion in the Workplace

A LOOK AT DISABILITY TRAINING FOR EMPLOYERS & EMPLOYEES

According to the U.S. Department of Labor, only 19% of companies in the U.S. reported employing people with disabilities. Here are a few things to consider while creating a more inclusive work environment for people with disabilities:

Article Reference:

Iwanaga, K.; Chen, X.; Wu, J.R.; Lee, B.; Chan, F.; Bezyak, J.; Grenawalt, T.A.; & Tansey, T.N. (2018). Assessing disability inclusion climate in the workplace: A brief report. *Journal of Vocational Rehabilitation*, 49 (2), 265-271.

- **Training:** The use of training on disability inclusion and Americans with Disabilities Act (ADA) accommodations has a significant relationship to disability inclusion in the workplace.
- **Disability Awareness:** 67% of U.S. organizations report the use of diversity training; however, the focus of many of those trainings is less on disabilities and more on gender, sexual orientation, race and ethnicity.
- **Educational Support:** State and local Vocational Rehabilitation agencies can provide training for employers, organizations and companies to develop their understanding in ADA regulations and accommodations.

