

Add Us In – National Diversity Forum

Diversity Dollars: Why Small Business should Engage Diverse Communities

Time: 11:00 am - 12:00 am Room: Hemisphere A

Panel Description

As the workplace has expanded to include employees that represent different ethnicities, genders, and abilities, employers have learned that a diverse workforce is a strong workforce that positively affects morale as well as the bottom line. Disability is an important part of any business' diversity plan and offers significant benefits that can increase retention, return on investment, and innovation in the workplace. At this session we will hear about some of the concepts that help businesses understand the importance of disability hiring and discuss how to best apply these concepts to small business.



Facilitator

- Rohmteem Mokhtari, Human Rights Campaign

Presenters

- Susanne Bruyere, National Employer Technical Assistance Center at Cornell University
- L. Dara Baldwin, National Council on Independent Living

Learning Objectives

- Examine some of the myths and facts of inclusive workplaces.
 - ADA Compliance
 - Accommodations
 - Availability of candidates
- Learn how inclusive practices in the workplace can positively affect the bottom line and provide new paths to business success.
 - Business case for hiring individuals with disabilities
 - Tax incentives for businesses employing PWDs
- Discuss the benefits of hiring individuals with disabilities to small business.
 - Recruitment and retention
 - Incentives
 - Customized employment

Readings and Resources

- ADA Myths - <http://www.dol.gov/odep/pubs/fact/ada.htm>
- Strategic Connections for Recruiting People with Disabilities - <http://www.dol.gov/odep/pubs/fact/connect.htm>
- Tax Incentives - <http://askjan.org/media/tax.html>
- Promoting Diversity in the Federal Workforce: Employment of Individuals with Disabilities - <http://www.eeoc.gov/federal/qanda-employment-with-disabilities.cfm>
- Diversifying your Workforce - <http://www.dol.gov/odep/pubs/20100727.pdf>
- The Business Case for Disability Hiring - <http://www.askearn.org/BusinessCase/index.asp>



For more information about Add Us In please visit:
<http://www.dol.gov/odep/addusin/>
or contact Day Al-Mohamed at Day.Al-Mohamed@dol.gov

