

# Connecting With Employers- Support for a Diversified Workplace

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# Introduction

“**Hire Vision**” - An 8 minute training video for employers which addresses reasonable accommodations & diversity in the workplace.

- Why “**Hire Vision**” was created
- Mission of the Partnership Coalition Workgroup
- Best practices

# Diversity

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## **Activity:**

If you're an employer, why do you want to create a diversified workplace? Do you think every workplace is diversified? (Discussion)

# Diversity

Diversity means more than just acknowledging and/or tolerating differences. Diversity is a set of conscious practices that involve:

- Understanding and appreciating interdependence of humanity, cultures, and the natural environment.
- Practicing mutual respect for qualities and experiences that are different from our own.

# Diversity

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A diversified group of employees bring a wide variety of ideas, approaches, and perspectives which result in more effective problem solving as well as improved innovation and creativity.

# disAbility = Diversity

- Did you know that 22.8 Million working age Americans have a disability?
- 12.8 Million had a disability that interfered with employment
- 2 out of 7 families have at least one member with a disability

U.S. Census Bureau

# Myth

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I cannot afford to hire a worker with a disability because of the extra costs to accommodate that worker.

# Reality

- 20% of accommodations cost nothing
- 50% cost less than \$500
- 70% of workers with a disability require no accommodations at all.
- Nationally the average cost of an accommodation is \$35.

JAN 2002 Study

# Myth

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Workers with disabilities are less productive than workers that have no disabilities.

# Reality

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A 1990 study by DuPont found that 90% of employees with a disability were rated by their supervisor as “Average”. The most commonly cited strengths were attendance, punctuality and accepting authority.

# Myth

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A worker with a disability is less safe than a worker without a disability.

# Reality

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That same DuPont study also reported that workers with disabilities actually had fewer accidents than other workers.

# Myth

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If I hire a worker with a disability my Workers' Compensation premiums will increase.

# Reality

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Worker's Compensation premiums are based on the number of claims made and not the make up of your workforce. Since workers with disabilities tend to have fewer accidents, Worker's Compensation rates should remain unchanged.

# Myth

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A worker with a disability is harder to supervise than a worker without a disability.

# Reality

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A recent Harris Poll of supervisors indicated that 82% of managers said that supervising a worker with a disability was no harder than supervising any other worker.

# Myth

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Workers with disabilities can't or don't want to work.

# Reality

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80% of Americans with a disability say they want to work.

# Myth

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If I hired a worker with a disability, I could never discipline or fire them.

# Reality

Equal access to employment means equal accountability. ADA does not alter hiring or performance standards, only access. If an employee has disciplinary problems or cannot perform the essential functions of the job, you are within your rights to follow normal disciplinary procedures for your business.

# Myth

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Co-workers and customers will be uncomfortable.

# Reality

- 75% of people in America have worked with a person with a disability or received services from a person with a disability.
- 91% of those that have worked with a co-worker that has a disability say that the person's job performance was very good or good.
- 98% of those served were "very satisfied" or "satisfied" with services received.

# Scenario

You've just hired a person with a visual impairment. How would you work them into your workplace creating an atmosphere of diversity? Please include reasonable accommodations.

# Discussion



Workforce Solutions of the Concho Valley and Workforce Solutions of West Central Texas Board are Equal Opportunity Employers/ Programs. Auxiliary aids and services are available upon request to individuals with disabilities. TDD: (800) 735-2989  
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