



Building a Stronger Canadian Workforce: **The Disability Inclusion Advantage**

Integrating persons experiencing disability is an active pursuit of a transformative workplace culture and a healthier bottom line.

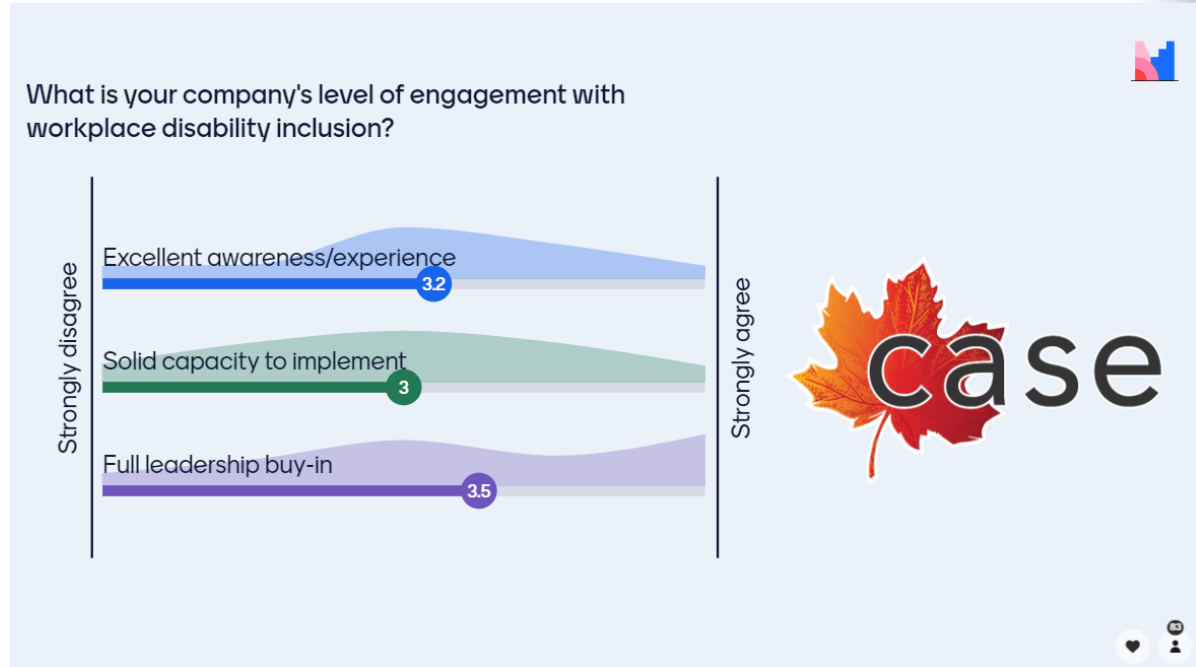


What is your company's level of engagement with workplace disability inclusion?

Scan the QR code to submit your answers OR go to Menti.com and enter Passcode: **6840 4404**

Mentimeter Results

- 83 responses recorded



Canadian Association for Supported Employment (CASE)

- Increase inclusion of persons experiencing disability in the Canadian workforce
- National network of service providers for almost 30 years
- Supported employment sector:
 - Providing resources to employers and potential employees
 - Matching employers and talented job seekers
- Increase capacity in the sector through training and national projects
- Collaborate with employers to create disability-inclusive workplaces



- Global professional services firm: consulting, audit, tax and strategy services
- Founded in 1909 by Arthur Young, who was deaf and had low vision – which drove him to innovation and entrepreneurship
- EY's vision is to Build a Better Working World
- Proud leader in Neuroinclusion for a decade
- Accessibility@EY and our Workforce Innovation team helping clients to expand efforts



Canadian companies face competing challenges



1

- HR (finding, keeping, growing talent)
- Employee engagement
- Workplace culture



2

Sustainability
+ reporting
(ESG, SDGs)



3

Company
performance

Higher feelings of belonging increase engagement, loyalty, retention, employee perception of the organization, and career progression.

A diverse workforce can increase innovation and profitability

Workgroup **diversity** is positively associated with **creativity, problem-solving and decision making**. Companies with more **diverse leadership** report **higher innovation** and **associated revenues**.

- Lack of disability inclusion at leadership level equals lack of representation in products/services, marketing, HR
- Since 27% of Canadians 15+ experience disability, that excludes millions of potential consumers and employees
- Valuable 500 putting disability inclusion on the leadership agenda to foster diverse talent at executive level
 - Encouraging companies to add disability-related data to their reporting

Activate Transformation: Build a Culture of Inclusion

Disability inclusion is not about disabilities.

It's about a need for understanding as part of the **broader workplace culture:**

how people collaborate

how decisions are made

how people motivate each other

unspoken messages about what is valued

Activate Transformation: Build a Culture of Inclusion

Culture shift **must be led from the top.**

True culture change – where everyone feels like they belong – takes time.

It requires system-wide change.

But you can start with small steps.

Assessing Your Company's Inclusion Strategies



Are you:

- Demonstrating inclusion through change?
- Genuinely improving workplace culture through your inclusion strategies?
- Using goals and metrics? Are these shared with staff?
- Incorporating IDEA (Inclusion, Diversity, Equity and Access) at all stages – recruitment, onboarding, performance management and career progression?

External assistance:

- Local IDEA/DEI consultant
- Local supported employment service provider

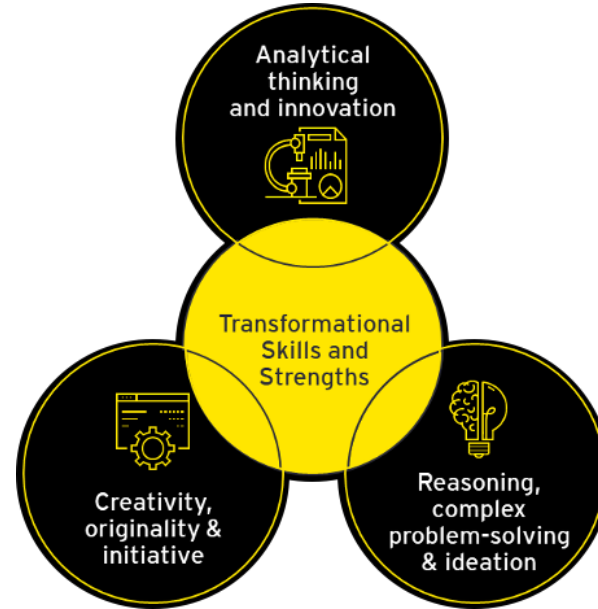
Tapping into an Untapped Talent Pool

650K+ Canadians experiencing disability are ready to work

- 37% have some post-secondary, bachelor's or higher education

20% of our global population identify as neurodistinct

- Approx. 2% of the Canadian population is on the autism spectrum
- At EY, the retention rate among neurodivergent employees is over 95%



Tapping into an Untapped Talent Pool

How can you reach this talent pool of persons experiencing disability and/or who are neurodiverse?

- Outreach and messaging
- Accessible recruitment and onboarding
- Build a community network that includes lived experience – **"nothing about us without us"**

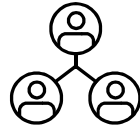
Up to 89% of HR professionals surveyed report neurodiversity is not part of their people management practices

Building Organizational Capacity for Inclusion



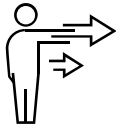
Prepared Ecosystem

Ecosystem and policies assessed to determine readiness and a plan



Connected Talent

Accessible recruiting, assessment, onboarding and working with community partners



Brand Awareness

Broad education and communications plan internally, then externally



Sustainable Future Growth

Performance management tools/structures and KPI disseminated to enable positive ROI

CASE Can Help

Access a national network of community-based employment service providers

Use CASE's complimentary employer resources and tools:

- HR toolkit
- Asynchronous online courses
- Employer newsletter

Leverage innovative initiatives

MentorAbility

Strengthen organizational culture and capacity by:

- Engaging staff in professional development
- Strengthening employee inclusion skills
- Expanding your networks

Innovation Lab

- Learn about innovations that remove barriers to employment
- Explore tech solutions and recruitment/retention tools to increase team diversity

Start now!



Visit the **CASE booth (#1)**
to continue the conversation.



**CASE – Complimentary
resources/training**
that are complementary to
your existing IDEA strategies



EY Canada
Accessibility and
Innovation