

# Employers for Change

Employer Disability Information Service

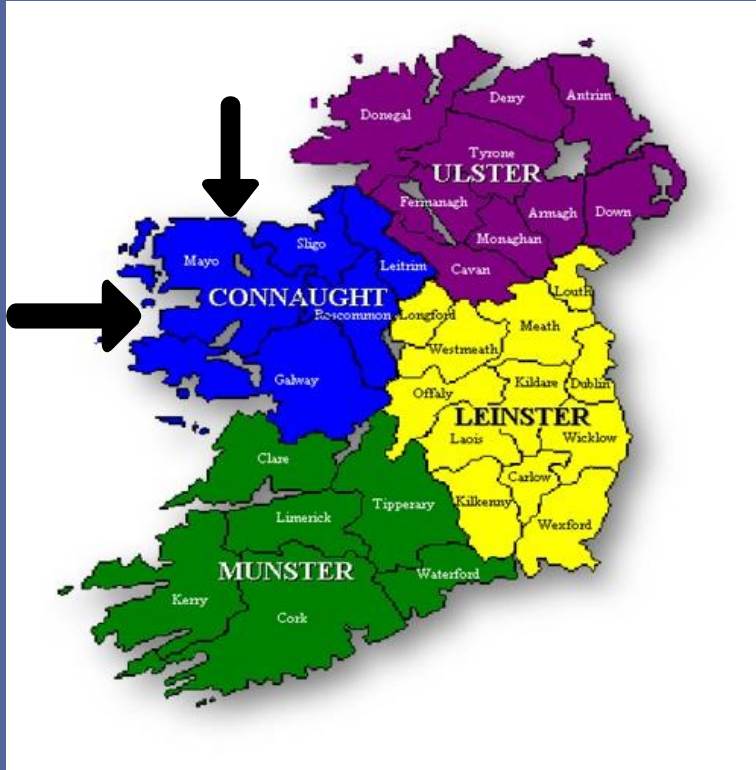
Christabelle Feeney  
Director, Employers for Change



# Who We Are & What We Do

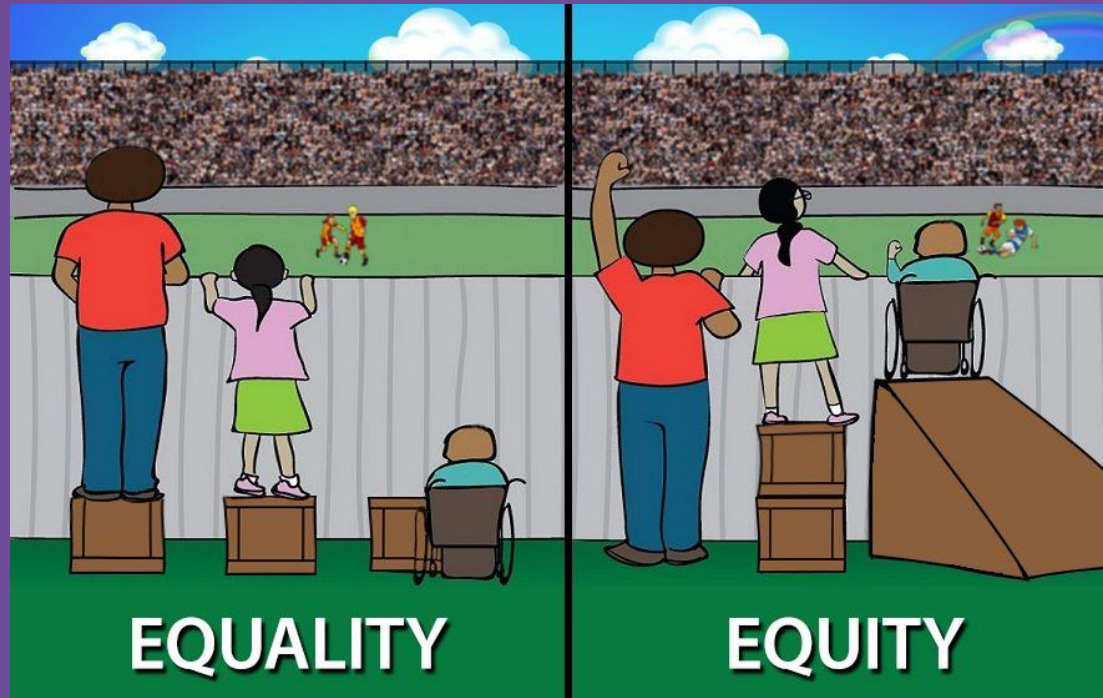


# Why We Do It



- 643,141 people living in Ireland with a disability
- Equivalent to more than the population of all of Connaught
- 1 in 7 people
- Half as likely to be employed compared to non- disabled peers
- 70% of people with a disability aged 20-64 acquired their disability after the age of 16.





# Creating Equitable Employment Opportunities

- The social model of disability interprets disability as being created by societal, attitudinal and structural barriers.
- In this image we see the difference between treating all people the same (equality) and giving people the same access by addressing individual needs (equity)
- Employers for change is helping employers remove barriers to employment for people with disabilities.

# [www.employersforchange.ie](http://www.employersforchange.ie)

**Understanding Disability**

**Inclusive Recruitment Practices**

**Disclosure & Reasonable Accommodations**

**Toolkits for Employers**

**Grants & Schemes**

**Voices of Experience**

# Future of Work & Disability - A Remote Opportunity



# Leverage Points

Create an open space for a new and sustained conversation to sustain connecting amongst all staff with a specific focus on including disabled employees

Enhance visibility of disabled people in the workplace by creating placement opportunities and work sampling that enhance connection and learning

Develop reasonable accommodation policies that enhance autonomy of disabled staff to manage their workload alongside clear guidance of expectations

Develop processes for inclusive recruitment processes, including crafting job descriptions that can be adapted for remote working

Develop policies and training to support better understanding of, and access to Assistive Technology

Develop Systems Convenor roles within organisations to support learning across organisational disciplinary boundaries

Convene an Employers Forum to enhance cross-system learning amongst employers and the wider system of supports

Develop a Campaign to raise the visibility of disabled people in the workplace and enhance organisational learning

# Thank You

Mobile: 0851579603

Web: [www.employersforchange.ie](http://www.employersforchange.ie)

Twitter: @EmployForChange

LinkedIn: Employers For Change

