



“Accommodate In Place Initiative”



Presented
by
Matt Glowacki
WISHRM DE&I Director



**Diversity is being
invited to the party.
Inclusion is being
asked to dance.**

**Belonging is
being the DJ**

(when dancing isn't your thing).

Matt Glowacki
adapted from Verna Meyers

MattGlowacki.com

**To Get Your Magnet
Send an Email to:**

Diversitydirector@wishrm.org

Include "Magnet" in the Subject Line.

In the body of the email,
Please include the best
address to ship it to.

I will be shipping them this Friday. 😊

Social Agency, A.k.a.

“agency”

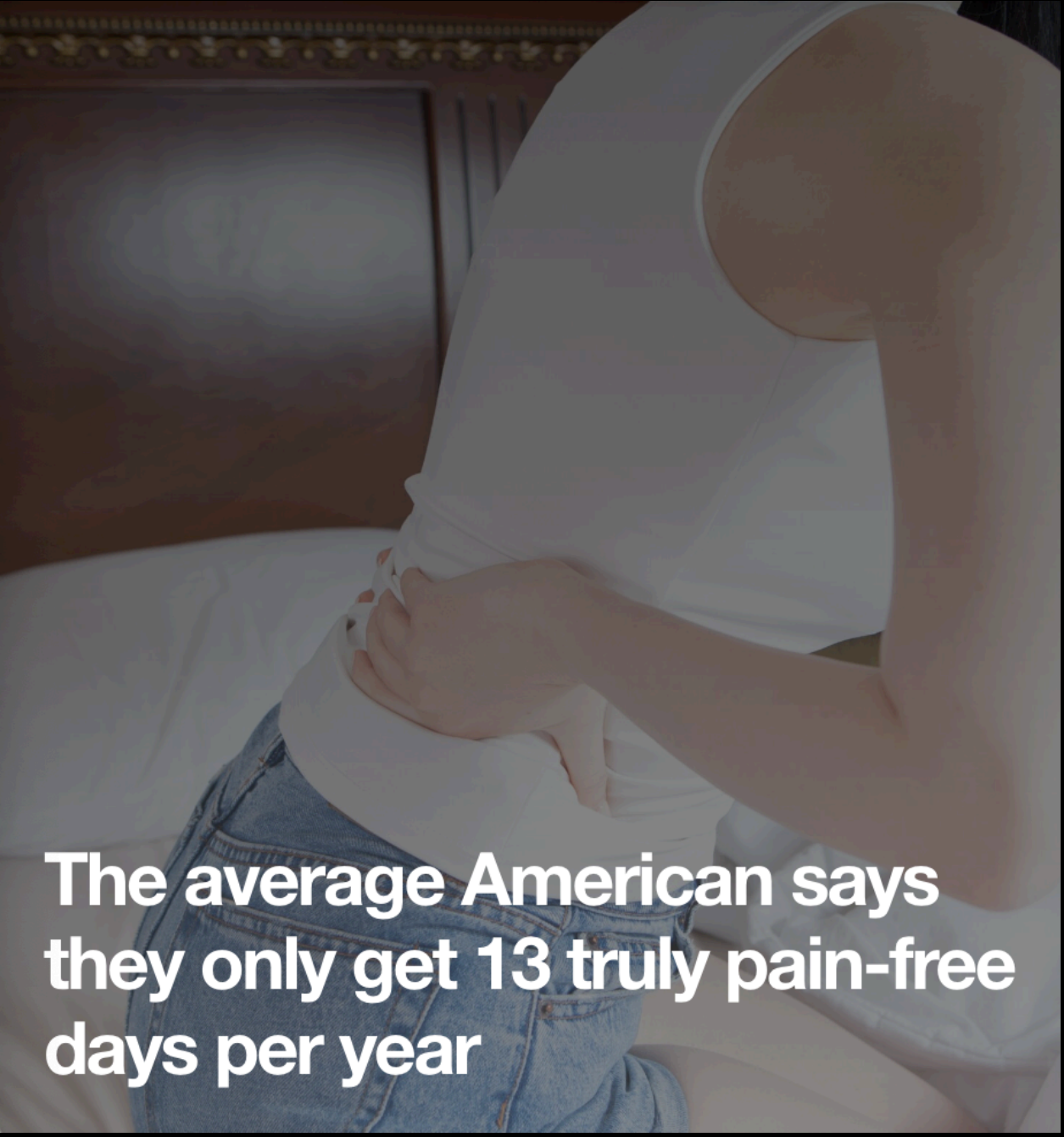
***Refers to the ability of individuals,
institutions, or organizations to Act,
to Influence, or to Transform.***

“Everybody is Disabled”

There are 53 million Caregivers in the US.



- 60% of Caregivers are fully-employed or full-time students.
- On Average, One in Five of your employees is a Caregiver.
- Caregiving usually requires over 20 hours of a time a week.
- Caregivers typically require 12 -24 days off yearly to attend to appointments for their person.
- 20% of Caregivers are in service for 3-5 years.
- 25% of Caregivers will be in service for over 5 years.
- The average Caregiver covers over \$20,000 of expenses for the person they are taking care of.
- Women and Women of Color are overrepresented in the group of Caregivers.




The average American says they only get 13 truly pain-free days per year

SF Study Finds 🔍 ☰

Half of Americans think they'll never have a pain-free day again

AUGUST 19, 2021

 by Chris Melore

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NEW YORK — Nearly half of Americans worry they'll never have another pain-free day in their lives. A new study asked 2,000 Americans about their daily experience and the impact on their life of dealing with aches and pains. Along with finding that 48 percent believe they'll **never have a pain-free day** again, the average American says they only have 13 truly pain-free days every year.

During a typical year, with the global pandemic aside, respondents' pain can be so intense that it causes them to cancel plans, making a significant impact on the enjoyment of their daily lives.

Conducted by **OnePoll** on behalf of **Axogen**, the survey asked respondents about their experiences with chronic pain. Thirty-seven percent have received a diagnosis for chronic pain at some point, defined as ongoing pain that usually lasts longer than six months.

“When does an employee’s COVID-19 become a disability under the Americans with Disabilities Act?”

- Under the ADA, an employer cannot discriminate against employees with disabilities.
- If an employee with a disability requests a workplace accommodation, you may be required to provide a reasonable accommodation so that the employee is able to perform the essential duties of his or her job.
- An employee has a disability if the employee has a physical or mental impairment that *substantially limits* one or more *major life activities*.
- Major life activities include things such as walking, standing, thinking, and other daily activities or bodily functions. Not all of the major life activities involve working. An employee is also considered disabled if the employer regards the employee as having such an impairment or the employee has a record of having such an impairment.
- ADA disabilities range from intellectual disabilities to broken bones to diabetes and more, all depending on the circumstances of the impairment.

“When does an employee’s COVID-19 become a disability under the Americans with Disabilities Act?”

- An individual diagnosed with COVID-19 who experiences ongoing and intermittent headaches, dizziness, brain fog, and difficulty concentrating, which the employee’s doctor attributes to COVID-19, is disabled because the employee is substantially limited in the major life activities of brain function, concentrating, and/or thinking.
- An individual diagnosed with COVID-19 who initially receives supplemental oxygen for breathing difficulties and has shortness of breath, associated fatigue, and other COVID-19-related effects that last (or are expected to last) for several months is substantially limited in respiratory function, and possibly major life activities involving exertion, such as walking.
- An individual diagnosed with COVID-19 who experiences heart palpitations, chest pain, shortness of breath, and related effects due to COVID-19 that last (or are expected to last) for several months is substantially limited in cardiovascular function and circulatory function.
- An individual diagnosed with “long COVID,” who experiences COVID-19-related intestinal pain, vomiting, and nausea that linger for many months, even if intermittently, is substantially limited in gastrointestinal function, among other major life activities.

Don't Say...

“YOU HAVE MENTAL ILLNESS”

Better is...

“You might be experiencing the challenges from a temporary non-apparent disability, brought on by the impact of the pandemic.”





Considered Disability under ADA if it impacts,

“Major life activities include things such as walking, standing, thinking, and other daily activities or bodily functions.”



“HR Miracle of the Standing Desk”

WISHRM's

“Accommodate In Place Initiative”

Four Components



2022 WI-SHRM Disability, Inclusion, and Accommodation Survey

The purpose of this survey is to understand how organizations in Wisconsin engage with workers who experience hardship because of disabilities – who have or experience a disability during their employment life cycle. The Wisconsin Society for Human Resource Management Council (WI-SHRM) thanks you in advance for completing this survey and deeply values your views and input.

Here's the link to the survey:

https://stnorbert.co1.qualtrics.com/jfe/form/SV_b9KDollkpwn73iS

#2. Develop Package of Accommodation Resources



#3. Develop a Framework for Culturally Empathetic, Emotionally Intelligent, Safe & Supported Conversations about Hardships team members may be experiencing at work.



#4. Create & Share the Cost Justification which supports the Cultural Investment companies need to make in Accommodations for their Workforce.



How Does Disability Impact Your Current Workforce?

Five Stages of Grief

DENIAL



BARGAINING



ACCEPTANCE



DEPRESSION



ANGER





DNA

MEDIC

DNA

molecule

-H₂O

-CaH₂

CH₂

Nutritional Recommendations

- Eat foods low in fat, saturated fat and cholesterol.
- Eat a limited amount of sugar, salt, and sodium.
- Drink adequate amounts of water.

Movement/ Exercise Recommendations

- Get at least 150 minutes of moderate aerobic activity or 75 minutes of vigorous aerobic activity a week, or a combination of moderate and vigorous activity.
- Strength training.

Healthy Relationship Awareness Areas

- Communication.
- Respect.
- Boundaries.
- Trust.
- Support.

Sleep Recommendations

- School Age, 6-12 years old, 9-12 hrs per 24 hrs.
- Teen Age, 13-18 years old, 8-10 hrs per 24 hrs.
- Adult Age, 18-60 years old, 7 or more hrs per night.
- 61-64 years old, 7-9 hrs per night.

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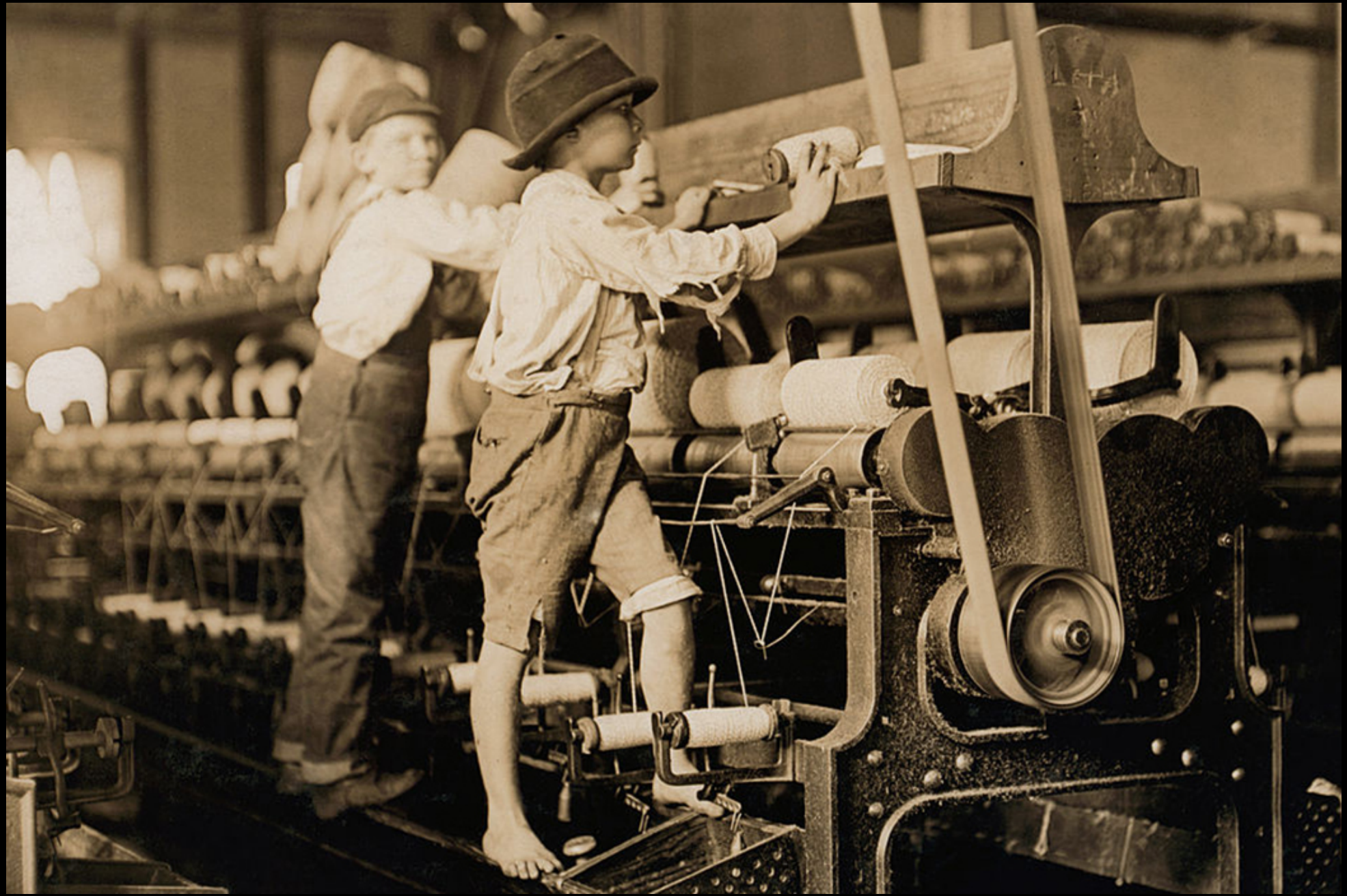
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The “Great Resignation”

Employees are leaving BECAUSE of general lack of care on the part of the employer.

- 40% left because of burnout
- 20% don't feel valued
- 16% said there was no support for their wellbeing.

What about money?

- 23% of people said they were earning the same
- 13% said they were making less

New Worker Revolution: Redefined Relationship with Work





Choose shifts that
fit your schedule

12:22
Invite

Open gigs

Filters

My gigs

Tuesday, Apr 23

Bartender

2:00 PM - 12:30 AM
Golden Cow Diners
Plano, Texas

Warehouse Associate

10:00 AM - 6:30 PM
Porky Procurements
Garland, Texas

 Instawork

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Questions?

“Low Hanging Fruit”







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Thank you for your Time and Consideration



Wisconsin SHRM
&
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