

Wisconsin-SHRM Disability, Inclusion, & Accommodation 2022 FINAL REPORT



WI-SHRM DISABILITY, INCLUSION, & ACCOMMODATION REPORT 2022



Conducted by the St. Norbert College Strategic Research Institute

RESEARCH OBJECTIVES

PRIMARY RESEARCH OBJECTIVE:

Implement a business climate survey focused on perception and awareness of disability and inclusion in the Wisconsin workforce and provide HR professionals with a set of data-informed tools to develop and implement an accommodate-in-place plan.

FOCUSED RESEARCH AREAS:

- Organization hiring practices
- Disability and accommodations strategy and engagement
- Culture and environment
- Disability, Equity, and Inclusion (DE&I) strategy
- Perception of Disability, Equity, & Inclusion (DE&I)
- Human Resources (HR) concerns
- Accommodations plan



METHODOLOGY

ONLINE SURVEY:

The data in this report were collected from an online survey of Wisconsin-Society for Human Resource Management (WI-SHRM) organizations.

From January 11 to June 10 of 2022. Wisconsin workplaces were recruited to participate in a survey focused on opportunities and perceived challenges associated with disability, inclusion, and accommodations at work.

RESPONSE QUALITY:

All responses were vetted for quality. Criteria for exclusion include:

- Illogical or inconsistent response patterns.
- High frequency of non-response.
- Rapid survey completion.
- Multiple responses from a single workplace without variation in survey responses.



INTERPRETING THE RESULTS

USING THE MARGIN OF ERROR:

- Every random sample study has a Margin of Error associated with the study since a sample was taken rather than using the entire population. This is an online sample, and we are adopting the conventional approach to Margin of Error.
- The conventional Margin of Error for a study of this size is assumed to be +/-7% at the 95% Confidence Interval.
- If the Margin of Error is +/- 7% and the percent in the sample who employ a person with a disability is 72%, you would subtract 7% from 72% and add 7% to 72% to create the 95% Confidence Interval (CI). In this case, the 95% CI would be 65% to 79%.
- We would be 95% certain that if all Wisconsin workplaces completed the survey, the true population proportion that employed a person with a disability would be between 65% to 79%.

Percentages in some tables and graphs may not total 100% due to rounding.



KEY FINDINGS

The case for a systematic approach to disability inclusion is stronger than ever, but Wisconsin workplaces don't know how to make progress on their diversity and inclusion plans.



Key Findings

Most organizations in Wisconsin agree that hiring persons with disabilities enriches the diversity climate of the organization and that their workplace is positive and supportive of employing persons with disabilities.

It's also the case that most Wisconsin workplaces employ workers with a disability (72%).

However, most workplaces report they do not train their employees in diversity management or recruitment related to disability.



Key Findings

Most organizations in Wisconsin are ignoring potential employees with a disability.

For example, more than 60% of organizations report they have done nothing to:

- Identify resources at the national level to support recruitment of persons with a disabilities.
- Have not revised marketing and messaging to recruit persons with disabilities.



Key Findings

Most organizations positively perceive workers with a disability, but many managers are concerned that special training for disability inclusion will impact work and management responsibilities.

The data show very low levels of participation for three common indicators of inclusive practices:

- Requiring accessibility training for managers (18% In place now, 54% Plan to implement in the future, 29% Do not plan to implement)
- Provide coaching for persons with disability (24% In place now, 40% Plan to implement in the future, 36% Do not plan to implement)
- Incorporate accessibility and inclusion questions in employee surveys (18% In place now, 41% Plan to implement in the future, 41% Do not plan to implement)



RECOMMENDATIONS

Most organizations in Wisconsin have not implemented common practices to increase the recruitment, hiring, and retention of persons with disabilities.

Wisconsin workplaces need to:

- Recruit diverse talent.
- Help leadership develop an inclusion plan that can be executed by HR.
- Build a workplace culture of accommodations and transparency.
- Strengthen executive accountability for delivering on disability and inclusion workplace goals.



RECOMMENDATIONS

Diversity and inclusion is a key focus area in the workplace, but many DE&I plans focus only on race/ethnicity, sexual orientation, and gender.

Overall sentiment on disability inclusion is very positive, but sentiment isn't enough - most Wisconsin workplaces are not prepared to take simple actions to increase inclusion.

Ensuring that disability is a key component of inclusion will only happen when workplaces make disability a central part of DE&I strategy.



SAMPLE CHARACTERISTICS

Which of the following areas best describes your primary industry?



How many positions within your company do you think could be inclusive and accessible for persons with a disability?



100%

POSITION TYPES THAT COULD BE MADE AVAILABLE FOR PERSONS WITH A DISABILITY

What position types at your organization could be made available for persons with a disability? (Check all that apply)	%	N
Administrative support workers	86	100
Managers	72	83
Executives	60	69
Sales workers	46	53
Technicians	40	46
Laborers and helpers	36	42
Service workers	35	41
Craft workers	23	27
Operatives	22	25
Other	8	9

St Normer College Strategic Research Institute

SAMPLE CHARACTERISTICS





NUMBER OF FULL-TIME AND PART-TIME EMPLOYEES

How many **full-time** employees work at your organization?

(Please slide to your organization's corresponding number, if more than 1,000 employees please slide to 1,000)

How many **part-time** employees work at your organization?

(Please slide to your organization's corresponding number, if more than 1,000 employees please slide to 1,000)

100%



Institute

HIRING PRACTICES



DEFINITIONS

Disability

The Americans with Disabilities Act defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

Accommodations

As defined by the Americans with Disabilities Act, a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process. These modifications enable an individual with a disability to have an equal opportunity not only to get a job, but successfully perform their job tasks to the same extent as people without disabilities. The ADA requires reasonable accommodations as they relate to three aspects of employment:

- ensuring equal opportunity in the application process;
- 2) enabling a qualified individual with a disability to perform the essential functions of a job;
- making it possible for an employee with a disability to enjoy equal benefits and privileges of employment.

CURRENTLY EMPLOY PEOPLE WITH A DISABILITY?

Using the definition of disability above, does your organization currently employ any people with a disability?

100%



Research Institute

REASON FOR NOT HIRING PEOPLE WITH A DISABILITY (IF NOT HIRED)

Why do you believe your organization hasn't hired people with a disability? (Check all that apply)	%	N
Have not received applications from a persons with a disability	21	24
Unaware of the resources or how to find candidates	5	6
Currently no positions within your workplace is inclusive and accessible to persons with a disability	5	6
Not familiar or experienced working with persons with a disability	4	5
Lack of training materials and resources to support hiring persons with a disability	4	5
May be budget impacts or cost associated with making accommodations	3	3
Fear of legal implications and costs related to hiring persons with a disability	2	2
Fear of potential challenges related to qualifications, performance, special supervision, and training	2	2
Other	I	I
*No or No, but we have a plan in place to hire people with a disability 19		Stra Res

DISABILITY AND ACCOMMODATIONS STRATEGY AND ENGAGEMENT



DEVELOPED TO MAKE WORKPLACE MORE INCLUSIVE

To make your workplace more inclusive for persons with a disability, to what extent have you developed the following?

A plan to ensure physical accessibility of all facilities	25%		30%	30%	6 <mark>14%</mark>	
Mentorship for new and current employees	17%	% 16%	33%	33% 35		
Identified resources at the local level to support recruitment	9 %	22%	22% 35%		35%	
Identified available partnerships to provide technical assistance and consultation	9 %	16%	30%	45%		
Training for all staff on disability awareness and sensitivity	9 %	15%	36%		41%	
A plan to ensure programmatic accessibility for all systems and services	7%	28%	35%	6	30%	
0	%	25%	50%	7	/5% 10	00%
To a Great Extent To a Moderate E	xtent	■ To a L	imited Extent	Not at	All	



DEVELOPED TO MAKE WORKPLACE MORE INCLUSIVE (CONT.)

To make your workplace more inclusive for persons with a disability, to what extent have you developed the following?

Interactive process training for HR team members on how to appropriately engage the employee and healthcare professional on accommodations	7%	23%	34%	36%	
A set plan to make your workplace more inclusive for persons with a disability	<mark>6%</mark>	28%	50%	%	<mark>16%</mark>
A plan to create more opportunities to hire persons with a disability	<mark>5%</mark>	17%	43%	35%	
Training for current employees and managers to modify hiring practices	<mark>4%</mark>	24%	30%	41%	
Have revised marketing and messaging to recruit persons with disabilities	3 <mark>% </mark> 0	<mark>%</mark> 28%	6	60%	
Identified resources at the national level to support recruitment	3 <mark>% </mark> 0	<mark>%</mark> 26%		61%	
	0%	25%	50%	75%	100%
To a Great Extent To a Moderate	e Exten	t∎ToaL	imited Extent	Not at All	

PRACTICES IMPLEMENTED TO INCREASE RECRUITMENT, HIRING, & RETENTION

Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

Identified and changed recruiting processes that perpetuate unconscious bias	4(40%		7%	17%	17%	
Used alternate methods of pre-hire evaluation and assessment of candidates to limit implicit bias	355	35%		16%	33	3%	
Provided specialized training for human resource managers and recruiters on hiring persons with disabilities	30%	30% 24		17%	2	<mark>9%</mark>	
Emphasized commitment to disability employment inclusion at events such as job fairs or college recruitment programs	24%	17%	17% 25		34	%	
Enhanced websites or software that can simplify the hiring process so that it is accessible to persons with disabilities (e.g., people who are deaf, have hearing loss, or have vision impairment)	24%	<mark>16%</mark> 28		8%	33	3%	
	0%	0% 25%		, 5	75%	1009	
In place now	Plan to i	implement i	in the ne	xt year			
Plan to implement in the next 2-3 years Do not plan to implement							



PRACTICES IMPLEMENTED TO INCREASE RECRUITMENT, HIRING, & RETENTION (CONT.)

Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

Engaged formally with community groups to develop a more inclusive recruitment pipeline for persons with a disability	21%		15%	33%	32%	
Purposefully included images of persons with disabilities on the career site or in recruiting videos, recruiting materials, etc.	17%	2	20%	28%	35%	
Ensured that persons with disabilities serve on interview panels	17%	10%	<mark>%</mark> 14%		59%	
Used artificial intelligence (AI) or hiring software to filter resumes to address disability bias	16%	7%	17%		60%	
0	%	2	5%	50%	75%	100%
In place now	Plan to implement in the next year					
Plan to implement in the next 2-3 year	rs <mark>–</mark> Do n	ot pla	in to imp	lement		
	24	·				ST NORMER CO

In place now

Identified and changed recruiting processes that perpetuate unconscious bias			40%
Used alternate methods of pre-hire evaluation and assessment of candidates to limit implicit bias		35	5%
Provided specialized training for human resource managers and recruiters on hiring persons with disabilities		30%	
Enhanced websites or software that can simplify the hiring process so that it is accessible to persons with disabilities		24%	
Emphasized commitment to disability employment inclusion at events such as job fairs or college recruitment programs		24%	
Engaged formally with community groups to develop a more inclusive recruitment pipeline for persons with a disability		21%	
Ensured that persons with disabilities serve on interview panels	17	%	
Purposefully included images of persons with disabilities on the career site or in recruiting videos, recruiting materials, etc.	17	%	
Used artificial intelligence (AI) or hiring software to filter resumes to address disability bias	16	%	
0)% 2	5%	50%



75%

Plan to implement in the next year

Identified and changed recruiting processes that perpetuate unconscious bias		27%
Provided specialized training for human resource managers and recruiters on hiring persons with disabilities		24%
Purposefully included images of persons with disabilities on the career site or in recruiting videos, recruiting materials, etc.		20%
Used alternate methods of pre-hire evaluation and assessment of candidates to limit implicit bias	1	7%
Emphasized commitment to disability employment inclusion at events such as job fairs or college recruitment programs	1	7%
Enhanced websites or software that can simplify the hiring process so that it is accessible to persons with disabilities	16	5%
Engaged formally with community groups to develop a more inclusive recruitment pipeline for persons with a disability	15	%
Ensured that persons with disabilities serve on interview panels	10%	
Used artificial intelligence (AI) or hiring software to filter resumes to address disability bias	7%	
0	%	25% 50%



75%

Plan to implement in the next 2-3 years

Engaged formally with community groups to develop a more inclusive recruitment pipeline for persons with a disability		33%		
Enhanced websites or software that can simplify the hiring process so that it is accessible to persons with disabilities		28%		
Purposefully included images of persons with disabilities on the career site or in recruiting videos, recruiting materials, etc.		28%		
Emphasized commitment to disability employment inclusion at events such as job fairs or college recruitment programs		25%		
Used artificial intelligence (AI) or hiring software to filter resumes to address disability bias	179	%		
Provided specialized training for human resource managers and recruiters on hiring persons with disabilities	179	%		
Identified and changed recruiting processes that perpetuate unconscious bias	17%	%		
Used alternate methods of pre-hire evaluation and assessment of candidates to limit implicit bias	16%	2		
Ensured that persons with disabilities serve on interview panels	14%			
0	% 25	% 50%	75%	100%



Do not plan to implement

Used artificial intelligence (AI) or hiring software to filter resumes to address disability bias				60%	
Ensured that persons with disabilities serve on interview panels				59%	
Purposefully included images of persons with disabilities on the career site or in recruiting videos, recruiting materials, etc.		35	5%		
Emphasized commitment to disability employment inclusion at events such as job fairs or college recruitment programs		34	%		
Used alternate methods of pre-hire evaluation and assessment of candidates to limit implicit bias		33	%		
Enhanced websites or software that can simplify the hiring process so that it is accessible to persons with disabilities		33	%		
Engaged formally with community groups to develop a more inclusive recruitment pipeline for persons with a disability		32%	6		
Provided specialized training for human resource managers and recruiters on hiring persons with disabilities		29%			
Identified and changed recruiting processes that perpetuate unconscious bias	17	%			
C	% 2!	5%	50%	75%	100%



PRACTICES IMPLEMENTED TO PROVIDE SUPPORT

Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

Ensure that all workplace meetings and events are inclusive and accessible		77		<mark>6%</mark> 6%	<mark>I%</mark>		
Revise jobs to increase the number of remote work opportunities	42%		<mark>7%</mark> 9%	6	43%		
Make dear expectation of leaders to act as allies, advocates, and champions for disability employment and indusion	37%		22%	19%	% <mark>22%</mark>		
Provide mentoring/coaching by and for persons with disabilities (e.g., persons with disabilities in senior positions mentoring others) to help them develop and advance their care ers	24%	16%	24%	6	36%		
Weave disability indusion awareness into leadership development curriculum	21%	31%		21%	28%		
Educate all employees about the challenges that persons with disabilities face	21%	30%		21%	28%		
Promote diversity inclusion throughout our supplier network, including businesses owned by persons with disabilities	20%	17% 21%			42%		
0	%	25%	50%		75%	100%	
In place now	In place now Plan to implement in the next year						

Plan to implement in the next 2-3 years Do not plan to implement



PRACTICES IMPLEMENTED TO PROVIDE SUPPORT (CONT.)

Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

Require training for all managers about the tools and accommodations available to persons with disabilities	18%	30%	24%	2 9%		
Include specific information about disability etiquette in inclusion education for all employees	18%	30%	21%	31%		
Incorporate disability accessibility and inclusion questions into employee engagement/sentiment gathering surveys	18%	21%	20%	41%		
Ensure that persons who have disabilities are in visible senior roles	10% <mark>8%</mark>	26%	5	57%		
Sponsor an employee resource group (ERG) for persons with disabilities	8% 12%	19%	62	2%		
Offer a formal ally program (e.g., provide training to employees who volunteer to act as a first point of contact for colleagues who have disabilities)	<mark>7%</mark> 16%	20%	5	7%		
Sponsor an employee resource group (ERG) for allies or persons who have family members who have a disability	<mark>7%</mark>	21%	63	%		
()%	25%	50%	75%	100%	
In place now			the next year			
Plan to implement in the next 2-3 years Do not plan to implement						



Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

In place now

		Ensure that all workplace meetings and events are inclusive and accessible
4		Revise jobs to increase the number of remote work opportunities
37%		Make clear expectation of leaders to act as allies, advocates, and champions for disability employment and inclusion
24%		Provide mentoring/coaching by and for persons with disabilities to help them develop and advance their careers
21%		Weave disability inclusion awareness into leadership development curriculum
21%		Educate all employees about the challenges that persons with disabilities face
20%		Promote diversity inclusion throughout our supplier network, including businesses owned by persons with disabilities
18%		Incorporate disability accessibility and inclusion questions into employee engagement/sentiment gathering surveys
18%		Require training for all managers about the tools and accommodations available to persons with disabilities
18%		Include specific information about disability etiquette in inclusion education for all employees
10%	10%	Ensure that persons who have disabilities are in visible senior roles
8%	8%	Sponsor an employee resource group (ERG) for persons with disabilities
7%	7%	Sponsor an employee resource group (ERG) for allies or persons who have family members who have a disability
7%	7%	Offer a formal ally program
25%	0%	(



Research Institute

Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

Plan to implement in the next year

Weave disability inclusion awareness into leadership development curriculum			31%		
Require training for all managers about the tools and accommodations available to persons with disabilities			30%		
Educate all employees about the challenges that persons with disabilities face			30%		
Include specific information about disability etiquette in inclusion education for all employees			30%		
Make clear expectation of leaders to act as allies, advocates, and champions for disability employment and inclusion		22%	•		
Incorporate disability accessibility and inclusion questions into employee engagement/sentiment gathering surveys		21%			
Promote diversity inclusion throughout our supplier network, including businesses owned by persons with disabilities		17%			
Offer a formal ally program		16%			
Provide mentoring/coaching by and for persons with disabilities to help them develop and advance their careers		16%			
Sponsor an employee resource group (ERG) for persons with disabilities		12%			
Sponsor an employee resource group (ERG) for allies or persons who have family members who have a disability		9 %			
Ensure that persons who have disabilities are in visible senior roles		8%			
Revise jobs to increase the number of remote work opportunities		7%			
Ensure that all workplace meetings and events are inclusive and accessible		5%			
	0%	25%	50%	75%	100%



Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

Plan to implement in the next 2-3 years

Ensure that persons who have disabilities are in visible senior roles		26%
Require training for all managers about the tools and accommodations available to persons with disabilities		24%
Provide mentoring/coaching by and for persons with disabilities to help them develop and advance their careers		24%
Sponsor an employee resource group (ERG) for allies or persons who have family members who have a disability		21%
Promote diversity inclusion throughout our supplier network, including businesses owned by persons with disabilities		21%
Weave disability inclusion awareness into leadership development curriculum		21%
Educate all employees about the challenges that persons with disabilities face		21%
Include specific information about disability etiquette in inclusion education for all employees		21%
Incorporate disability accessibility and inclusion questions into employee engagement/sentiment gathering surveys		20%
Offer a formal ally program		20%
Sponsor an employee resource group (ERG) for persons with disabilities		19%
Make clear expectation of leaders to act as allies, advocates, and champions for disability employment and inclusion		19%
Revise jobs to increase the number of remote work opportunities	9%	
Ensure that all workplace meetings and events are inclusive and accessible	6%	
	0%	25%



50%

75%

Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

Do not plan to implement

Sponsor an employee resource group (ERG) for allies or persons who have family members who have a disability Sponsor an employee resource group (ERG) for persons with disabilities			63% 62%
Ensure that persons who have disabilities are in visible senior roles			57%
Offer a formal ally program			57%
Revise jobs to increase the number of remote work opportunities		43%	
Promote diversity inclusion throughout our supplier network, including businesses owned by persons with disabilities		42%	
Incorporate disability accessibility and inclusion questions into employee engagement/sentiment gathering surveys		41%	
Provide mentoring/coaching by and for persons with disabilities to help them develop and advance their careers	3	6%	
Include specific information about disability etiquette in inclusion education for all employees	31%	, >	
Require training for all managers about the tools and accommodations available to persons with disabilities	29%		
Weave disability inclusion awareness into leadership development curriculum	28%		
Educate all employees about the challenges that persons with disabilities face	28%		
Make clear expectation of leaders to act as allies, advocates, and champions for disability employment and inclusion	22%		
Ensure that all workplace meetings and events are inclusive and accessible	11%		
01	% 25%	50%	75%



CONCERNS WHEN HIRING

How strongly do you agree or disagree the following are concerns your organization has when hiring persons with a disability or disability accommodations?

Special training for disability inclusion will impact work and management responsibilities	12%	42%		20%	15%	12%
Fear of a "poor" fit	3 <mark>%</mark> 4%	<mark>6</mark> 40%		30	5%	7%
Persons with a disability require extra supervision	3 <mark>% 0%</mark>	39%		39%	6	10%
Fear that persons with a disability will lack skill or experience	13%	38%		439	%	6%
	0%	25%	50%		5%	100%
Strongly Agree Agree Dis	agree	Strongly Disagree	■ Nc	ot Sure		ST. NOR8

Institu

Participated in Program Designed to Introduce Persons with Disabilities Into Your Workplace

Has your organization ever participated in a program designed to introduce persons with disabilities into your workplace (i.e., onlocation work trials, job shadowing, internships, or long-term work exchanges)?



Institute
MANAGERS ARE CONCERNED THAT...

To what extent do you agree or disagree that managers in your organization are concerned that persons with a disability may have...

Need for special supervision training	5%	35%		31%	19%	10%
Health challenges	<mark>4%</mark>	45%		28%	10%	14%
Challenges when it comes to addressing performance issues	<mark>4%</mark>	34%		34%	17%	11%
Difficulty with accountability when they have an accommodation in place	<mark>4%</mark>	31%		38%	15%	13%
Poor attendance	<mark>4%</mark>	27%		43%	16%	11%
Low skill	2 <mark>%</mark>	23%	40%		23%	13%
Poor assimilation with the broader workforce (fit with culture)	<mark>%</mark>	24%	44%	%	20%	11%
Impact on team dynamics	<mark>%</mark>	22%	45%	,)	25%	7%
Higher cost than a person without a disability		29%	4	45%	15%	11%
High tumover	П	%	51%		23%	15%
)%	25%	5	0%	75%	100%
Strongly Agree	Disa	agree <mark>Strong</mark>	gly Disagree	Not Su	~e	

Strategic Research Institute

EFFORTS TO MAKE ORGANIZATION MORE INCLUSIVE

Thinking about efforts to make your organization a more inclusive workplace, would you agree or disagree that in your organization...

Hiring persons with disabilities enriches the diversity climate of the organization	35%		53%		<mark>6%3</mark> %%			
The culture of the workplace is positive and supportive of employing persons with disabilities	249	%		51%		10% <mark>4</mark> %	<mark>611%</mark>	
Disability awareness and sensitivity training are part of diversity training	18%		35%		27%	<mark>9%</mark>	11%	
Has individuals with ADA and job accommodation expertise	12%		45%		23%	<mark>9%</mark>	11%	
Employees are trained in diversity management related to disability	8%	25%		46%	6	12%	<mark>6 10%</mark>	
Our diversity and inclusion plan emphasizes hiring persons with disabilities	<mark>6%</mark>	34%		35	%	<mark> %</mark>	13%	
()%	25%		50%	75	5%	100%	
Strongly Agree	agree	Strongly	Disagre	e 🔳 No	t Sure			
							St. Normer (W

Strategic

Research Institute

DIVERSITY, EQUITY, AND INCLUSION STRATEGY (DE&I)



DIVERSITY, EQUITY, & INCLUSION PLAN?



Research Institute

ABILITY TO EFFECTIVELY DEVELOP INCLUSIVE WORKPLACES

Many organizations are concerned with their ability to effectively develop inclusive workplaces. Would you say your organization...



Institute

PERCEPTION OF DE&I BENEFITS TO ORGANIZATIONS AND WORKERS



IMPACT FROM HIRING WORKERS BASED ON A DE&I PROGRAM OR PLAN

How strongly do you agree or disagree the following outcomes would impact your organization by hiring workers based on a Diversity, Equity, and Inclusion program or plan? A Diversity, Equity, and Inclusion program or plan would...



Institute

EXPERIENCE DURING PANDEMIC

Considering your organization's experience during the pandemic, do you agree or disagree that...

Our organization will maintain a focus on sustainability	30%		55%		9 <mark>% 8%</mark>
The mission or purpose has grown in importance	25%		54%	119	2 <mark>%9%</mark>
The pandemic created significant new opportunities for our company	24%		40%	27%	4 <mark>%</mark> %
Our confidence in the success of our company has increased in the past year	23%		46%	20%	11%
Our organization plans to supplement the workforce with temporary or contract workers	14%	27%	29%	18%	12%
0 Strongly Agree Agree Disag	% ree <mark>s</mark> tro	25% ongly Disag	50% ree 🔳 Not Sure	75%	100%
5, 5 5		<i></i>			

OPPORTUNITIES FOR WI-SHRM

WI-SHRM has a real opportunity to move the needle.

Survey results strongly suggest that Wisconsin workplaces understand the value of a diverse workplace but lack the training to recruit, hire, and retain workers with a disability.



OPPORTUNITIES FOR WI-SHRM

More than 60% of workplaces in Wisconsin have not implemented common practices to increase the recruitment, hiring, and retention of persons with disabilities. For example:

 Most organizations have never participated in a program designed to introduce persons with disabilities into the workplace (i.e., on-location work trials, job shadowing, internships, or long-term work exchanges).

Results also show that more than 90% of Wisconsin workplaces agree that hiring workers based on a DE&I program or plan would have many positive outcomes. Yet, more than 80% report they have "no" or "a partial" DE&I plan.

These limitations are important to note as most organizations report that 10 or more positions within their company could be inclusive and accessible for persons with a disability.



OPPORTUNITIES FOR WI-SHRM

Most organizations in Wisconsin ensure that all workplace meetings and events are inclusive and accessible. But when it comes to recruiting employees with a disability, few organizations require training for all managers about the tools and accommodations available to persons with disabilities.

Most organizations employ workers with a disability. Those that don't...

- Have not received applications from a persons with a disability.
- Are unaware of the resources or how to find candidates.
- Lack the training materials and resources to support hiring persons with a disability.



TRAINING OPPORTUNITY #1

Has your organization ever participated in a program designed to introduce persons with disabilities into your workplace (i.e., on-location work trials, job shadowing, internships, or long-term work exchanges)?

- Yes 32%
- No 51%
- Don't know 18%



TRAINING OPPORTUNITY #2

Most organizations in Wisconsin agree that:

- Hiring persons with disabilities enriches the diversity climate of the organization.
- The culture of the workplace is positive and supportive of employing persons with disabilities.

And disagree that:

Employees are trained in diversity management related to disability.



BUT!

Most organizations do not have an active DE&I plan...



TRAINING OPPORTUNITY #3

To what extent does your company have a **Diversity, Equity, and Inclusion** plan?

No plan 34%

- A partial plan 50%
- A complete plan 15%
- Not sure 2%



RECRUITMENT OPPORTUNITY

How many positions within your company do you think could be inclusive and accessible for persons with a disability?

- None 2%
- I-3 27%
- **4-9 | 9%**
- I0 or more 52%

WI-SHRM can take the lead to ensure that Wisconsin workplaces incorporate disability inclusion into all recruitment messaging.



THANK YOU!

JAMIE LYNCH, EXECUTIVE DIRECTOR KERI PIETSCH, RESEARCH COORDINATOR CRAIG STENCEL, DIRECTOR OF OPERATIONS 100 GRANT STREET DE PERE, WI 54115 920.403.3088 JAMIE.LYNCH@SNC.EDU



