



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

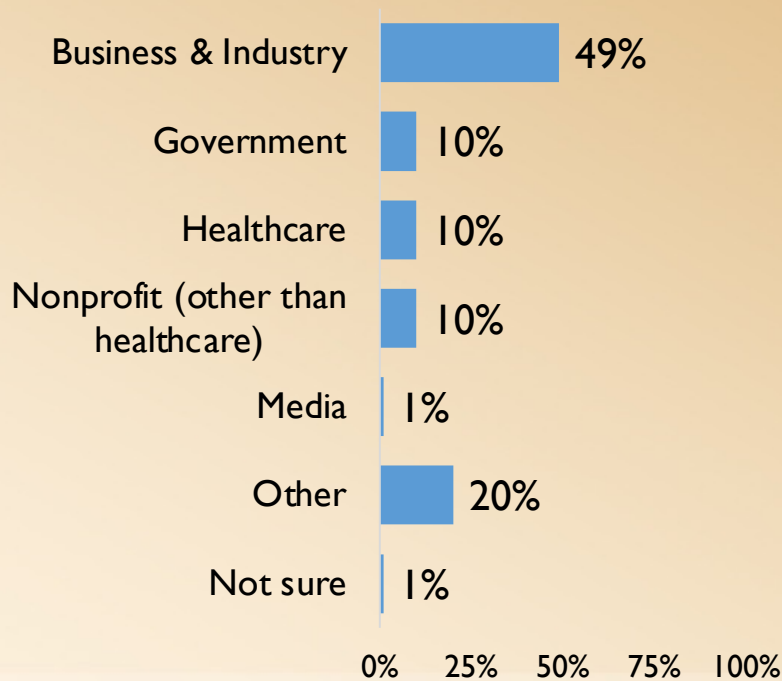
Diversity and inclusion is a key focus area in the workplace, but many DE&I plans focus only on race/ethnicity, sexual orientation, and gender.

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.

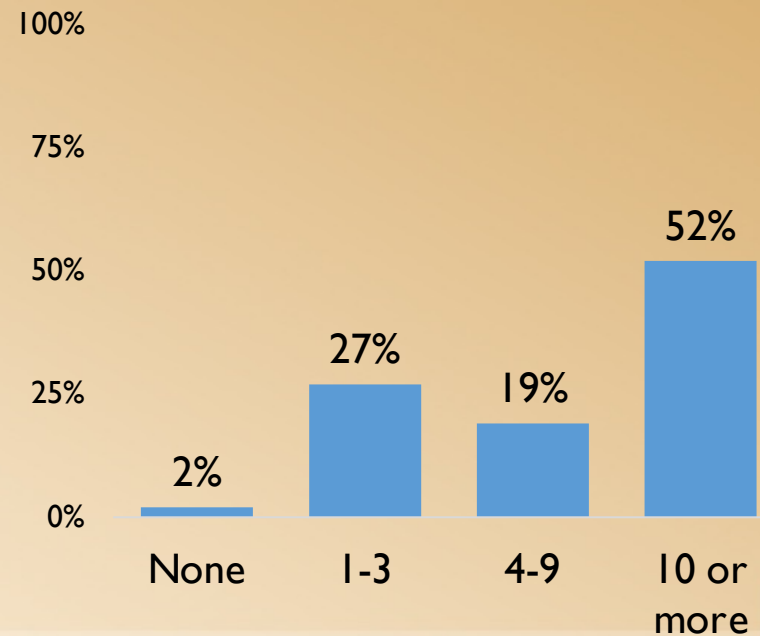
Ensuring that disability is a key component of inclusion will only happen when workplaces make disability a central part of DE&I strategy.

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?

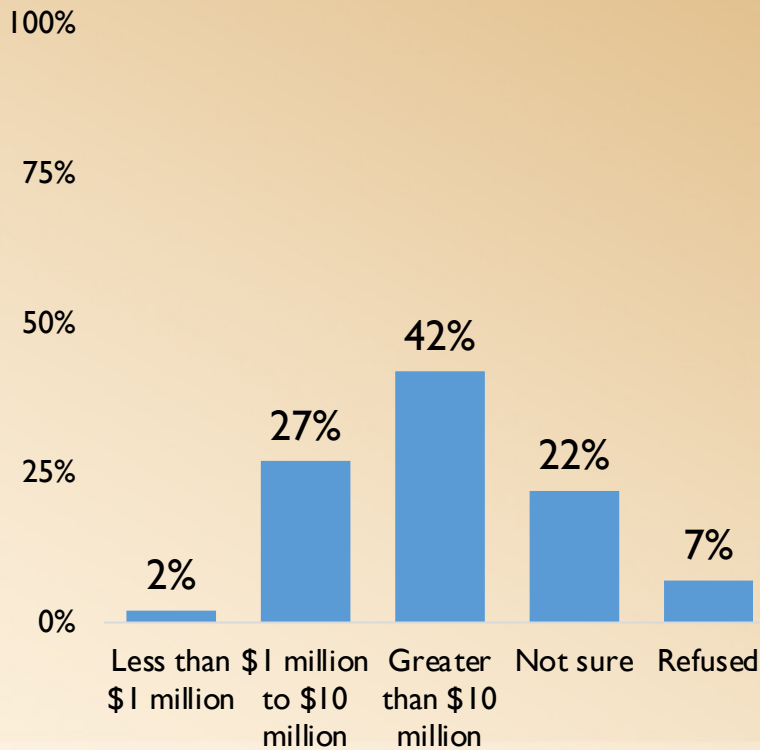


POSITION TYPES THAT COULD BE MADE AVAILABLE FOR PERSONS WITH A DISABILITY

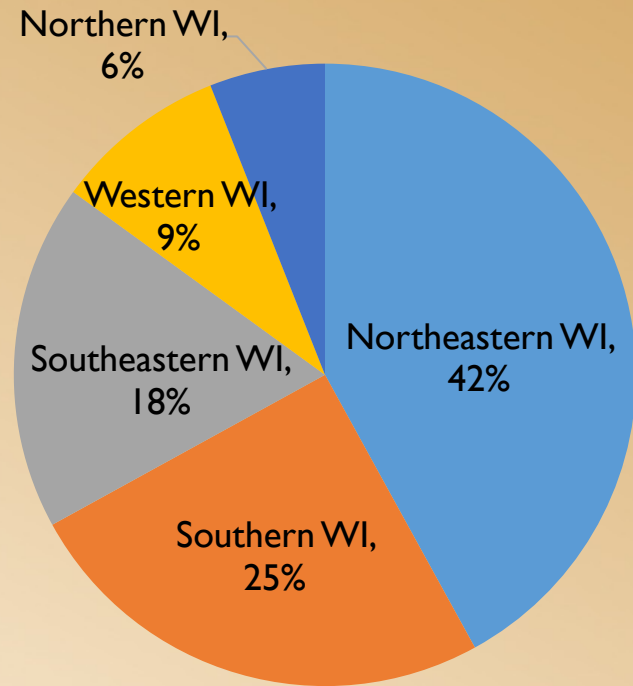
What position types at your organization could be made available for persons with a disability? (Check all that apply)	%	N
Administrative support workers	86	100
Managers	72	83
Executives	60	69
Sales workers	46	53
Technicians	40	46
Laborers and helpers	36	42
Service workers	35	41
Craft workers	23	27
Operatives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

SAMPLE CHARACTERISTICS

What was your organization's total gross revenue for last year?



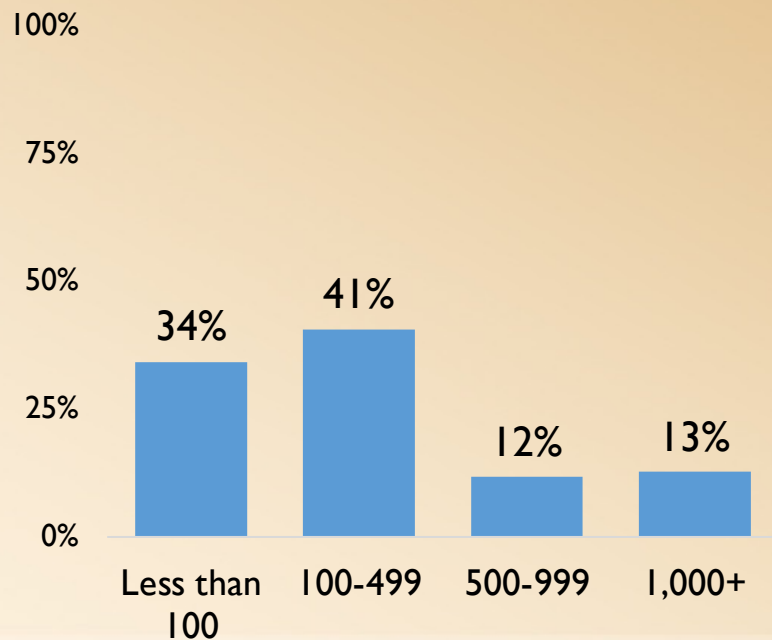
Where is your organization located?



NUMBER OF FULL-TIME AND PART-TIME EMPLOYEES

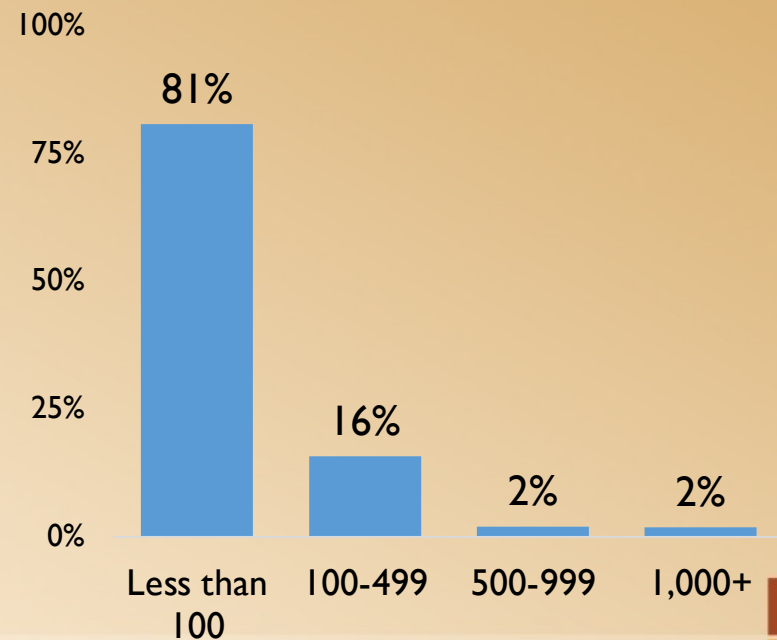
How many **full-time** employees work at your organization?

(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)



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.

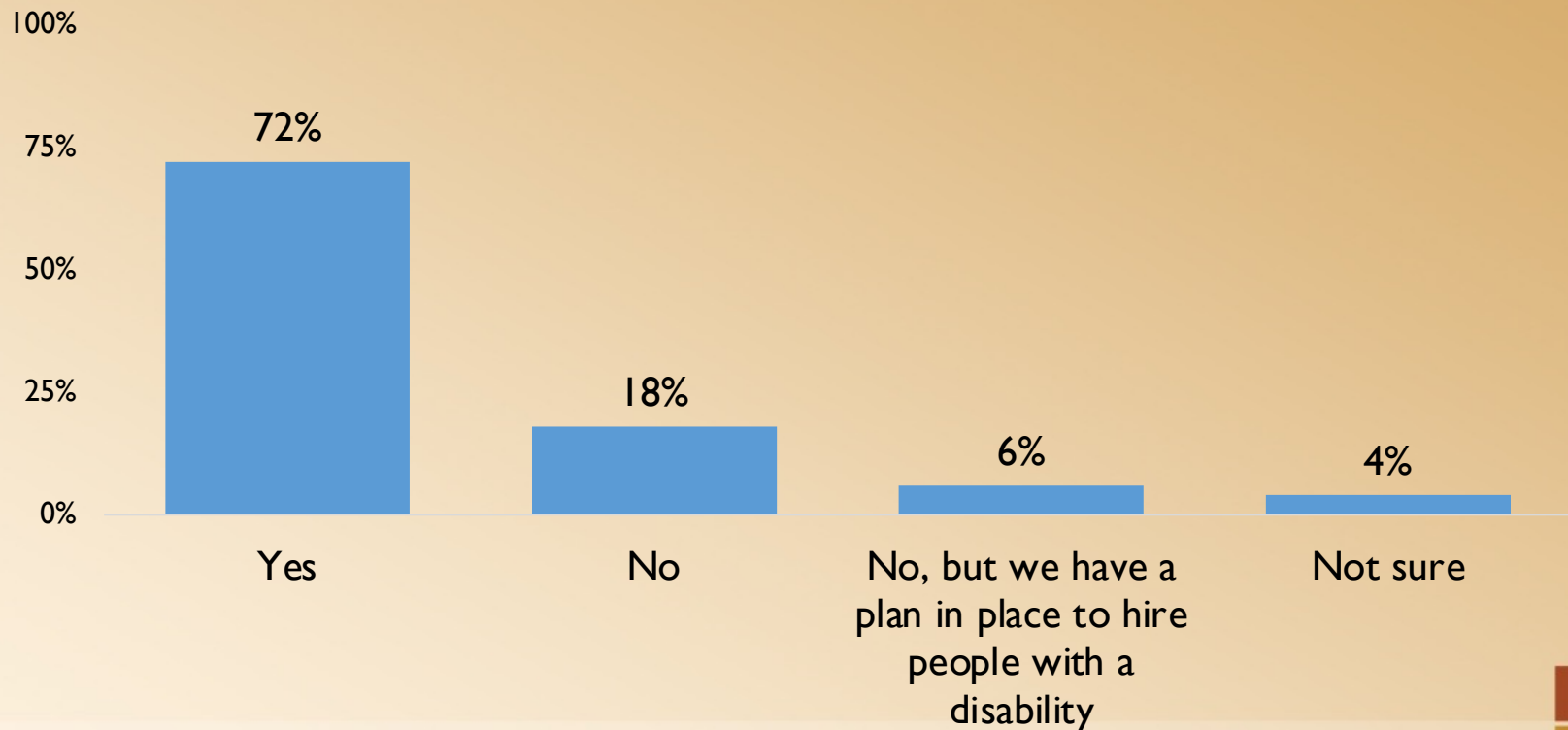
Accommodations

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:

- 1) ensuring equal opportunity in the application process;
- 2) enabling a qualified individual with a disability to perform the essential functions of a job;
- 3) 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?



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	1	1

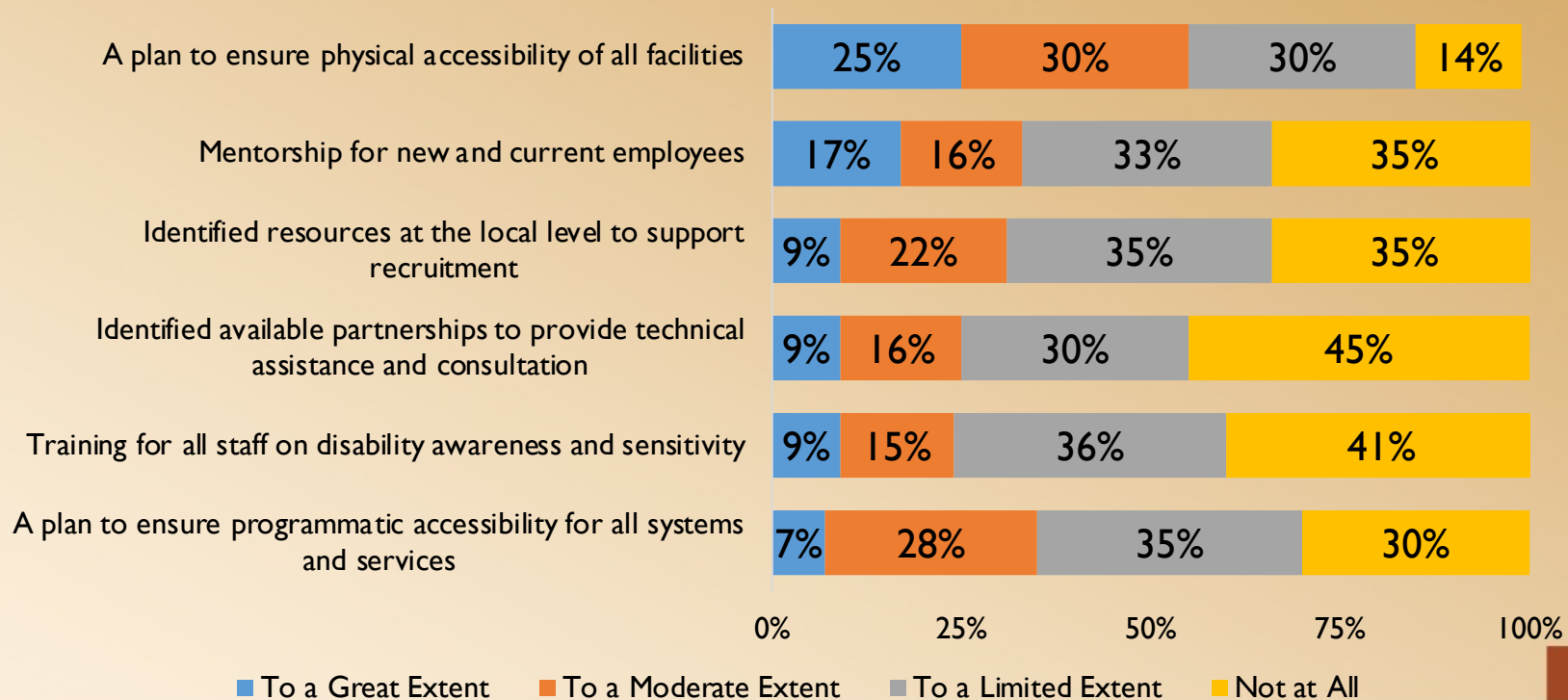
*No or No, but we have a plan in place to hire people with a disability



DISABILITY AND ACCOMMODATIONS STRATEGY AND ENGAGEMENT

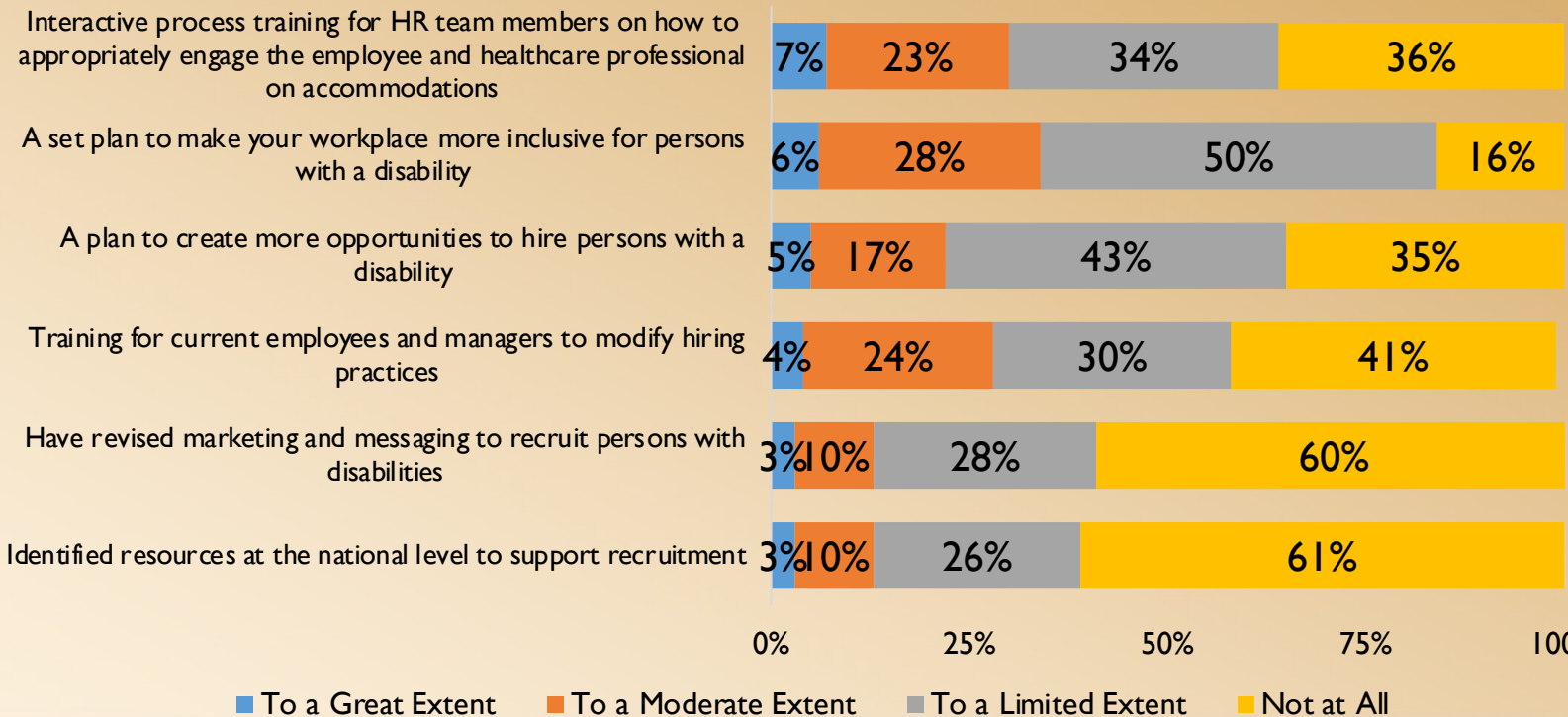
DEVELOPED TO MAKE WORKPLACE MORE INCLUSIVE

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



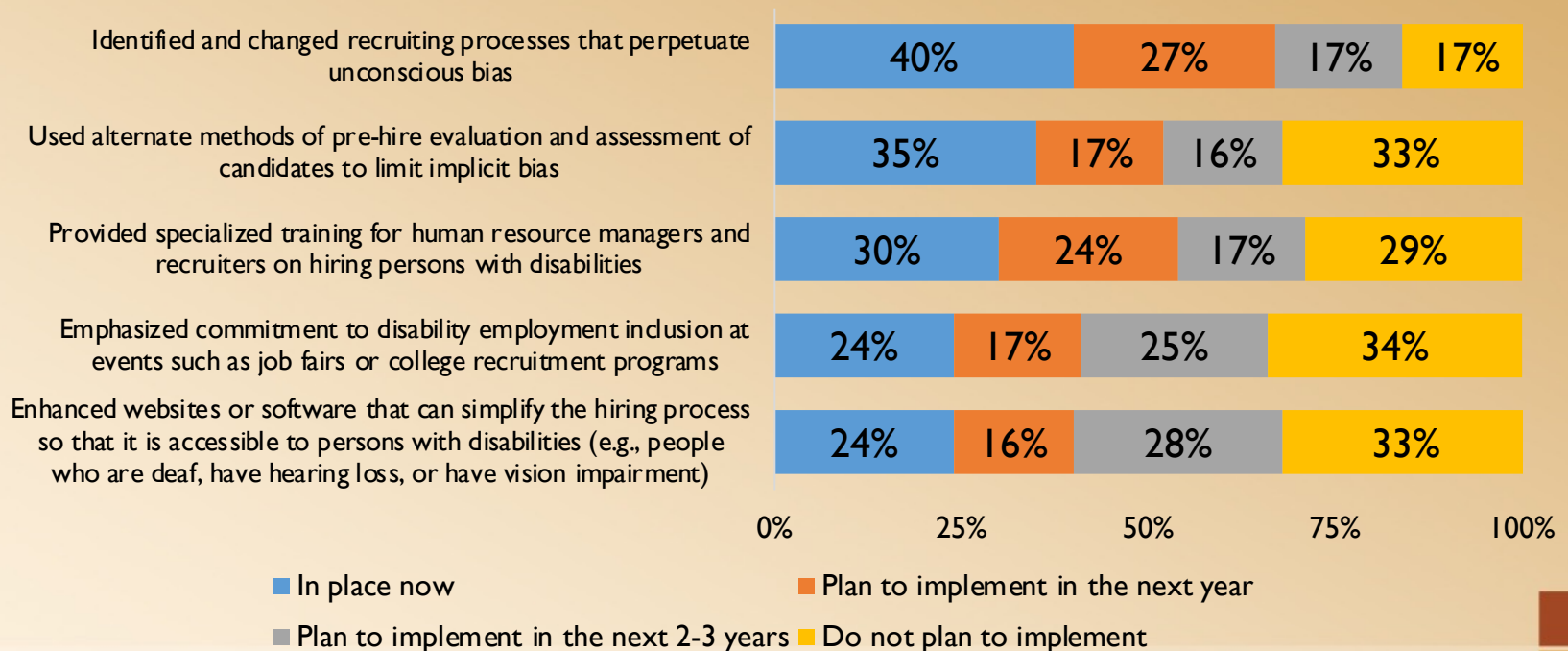
DEVELOPED TO MAKE WORKPLACE MORE INCLUSIVE (CONT.)

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



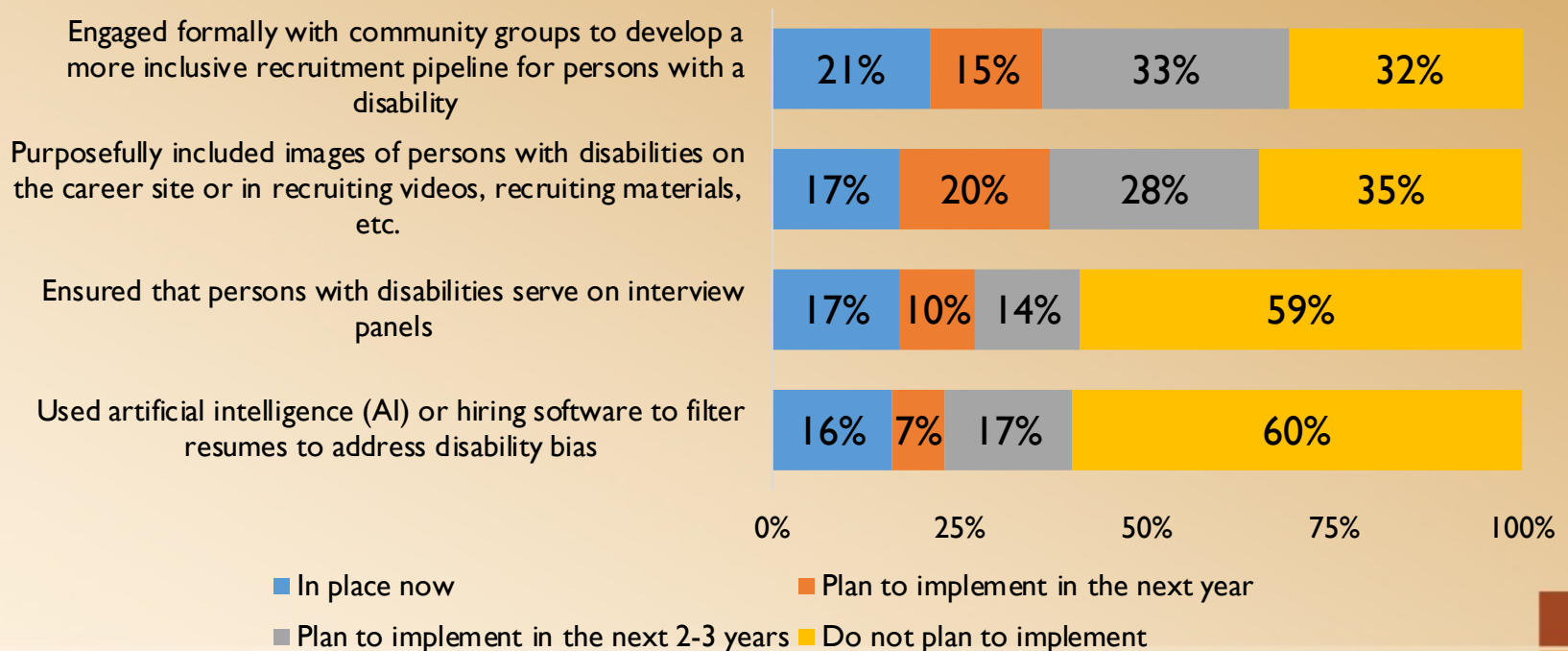
PRACTICES IMPLEMENTED TO INCREASE RECRUITMENT, HIRING, & RETENTION

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



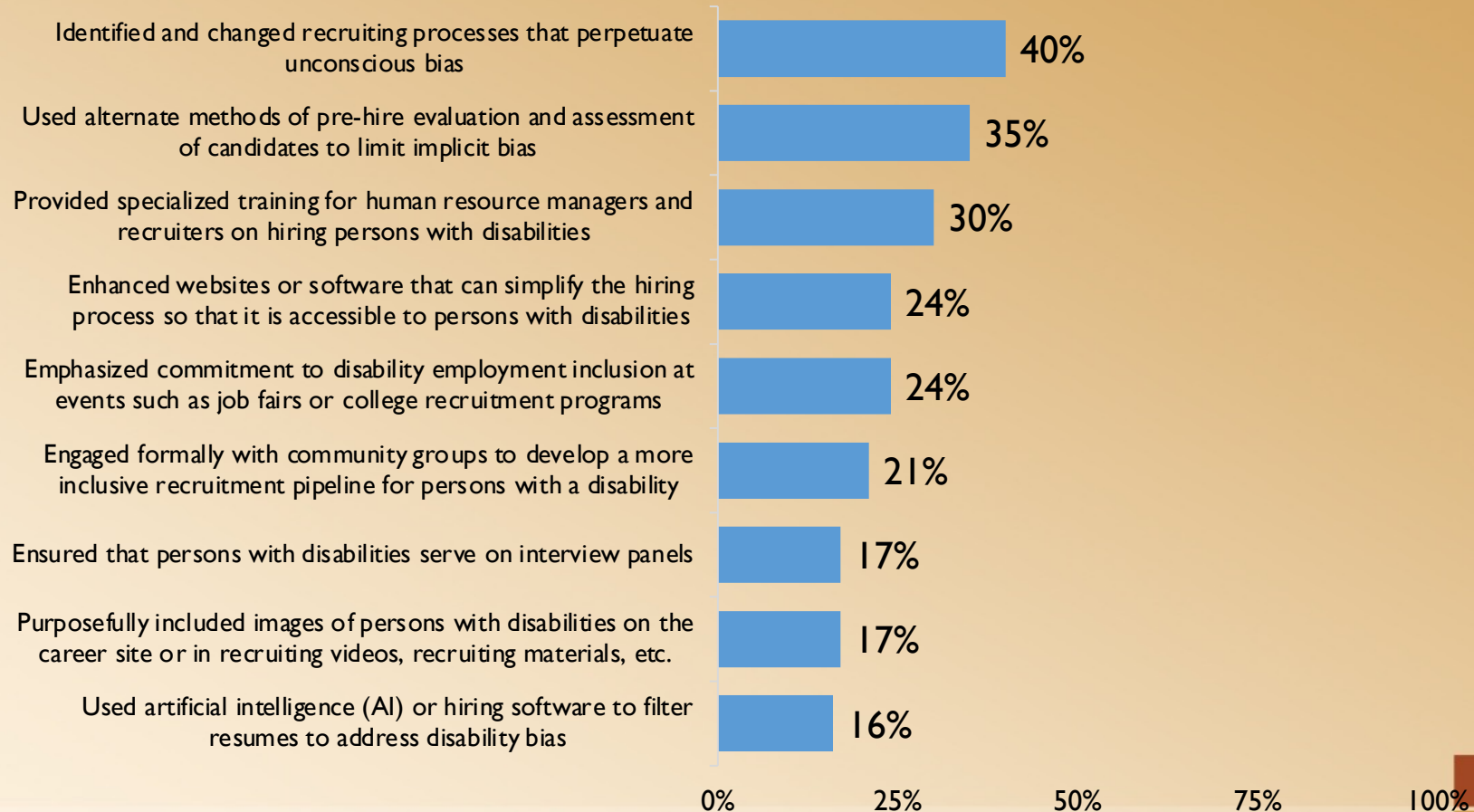
PRACTICES IMPLEMENTED TO INCREASE RECRUITMENT, HIRING, & RETENTION (CONT.)

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



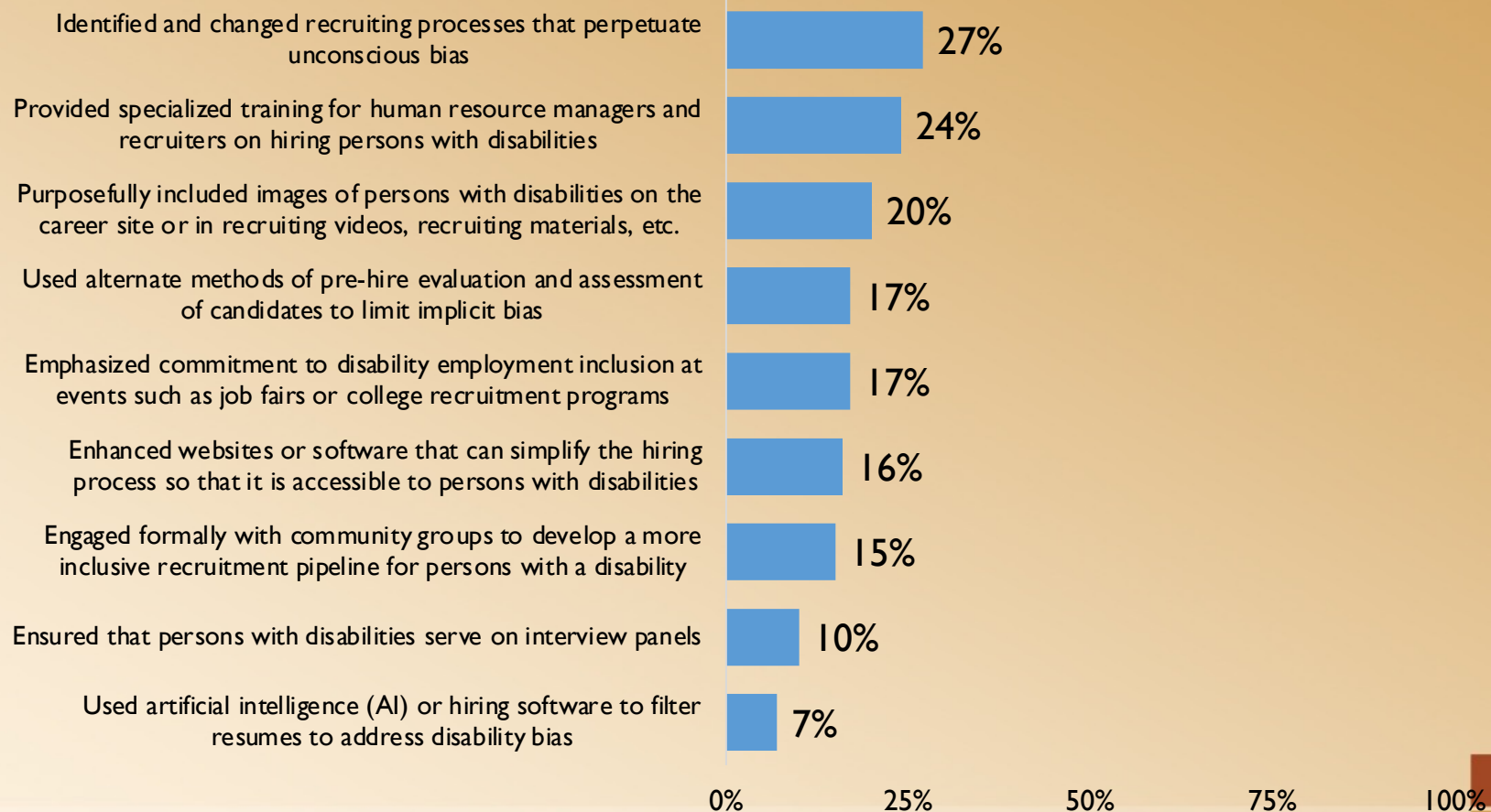
Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

■ In place now



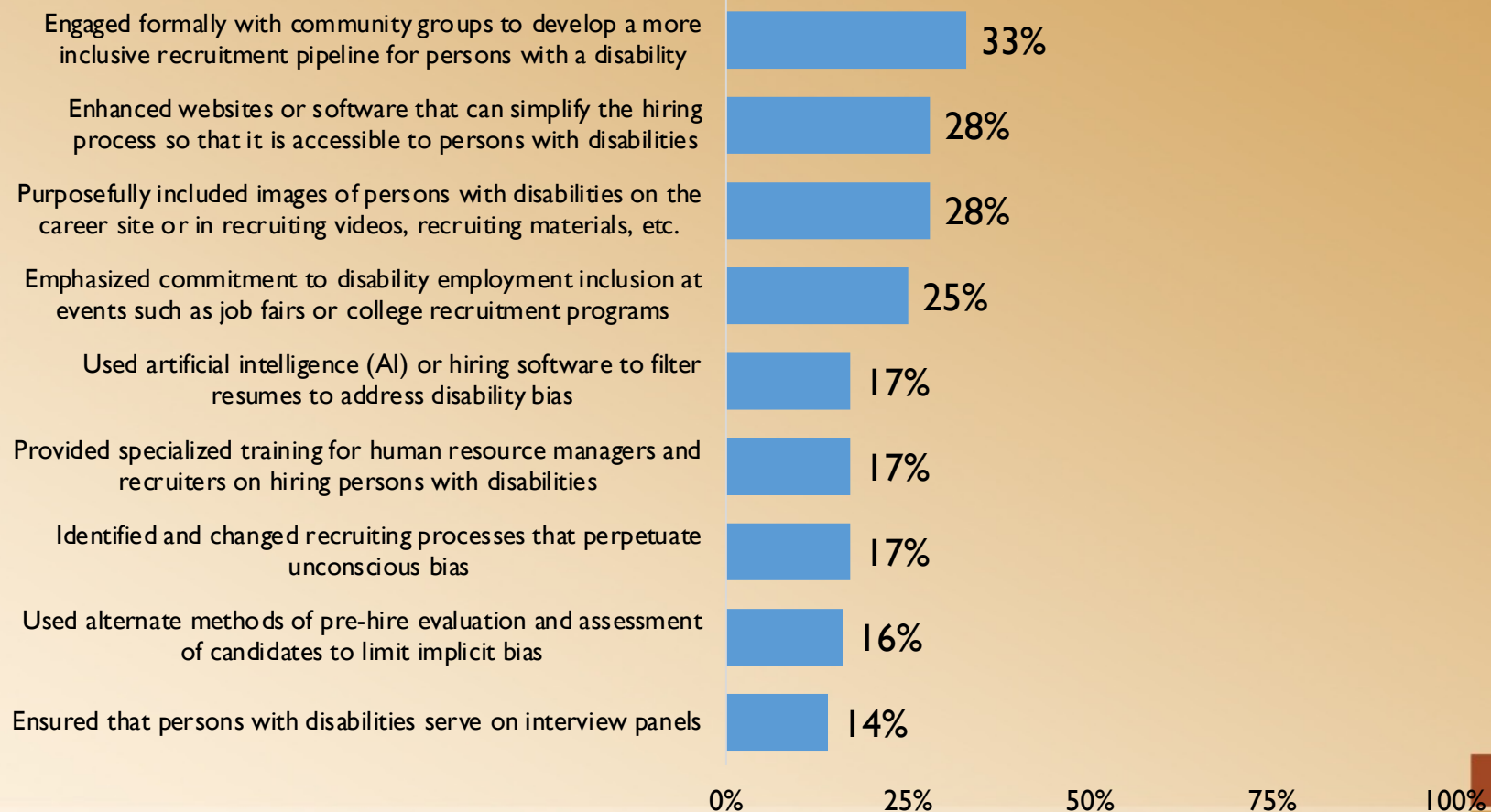
Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

■ Plan to implement in the next year



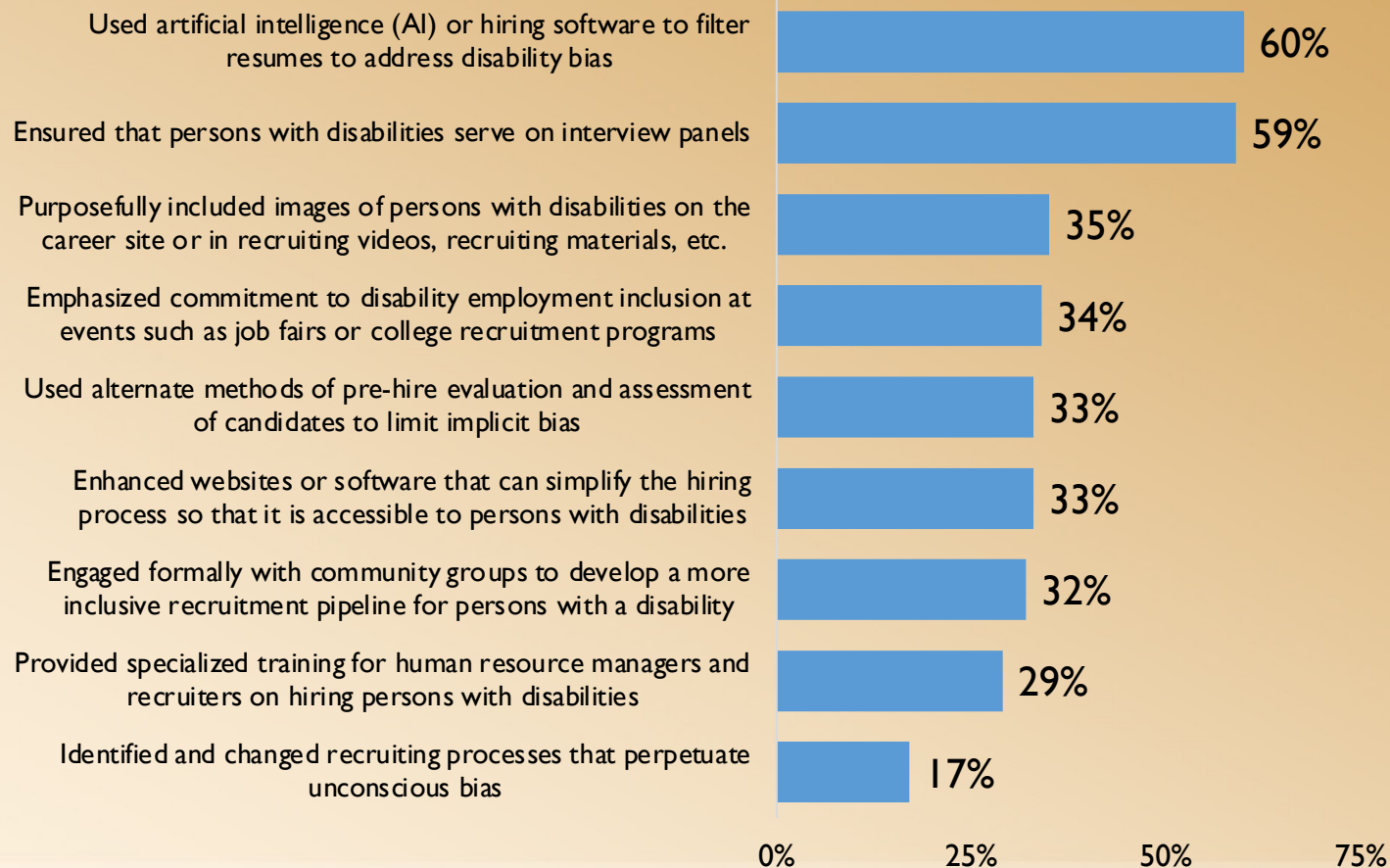
Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

■ Plan to implement in the next 2-3 years



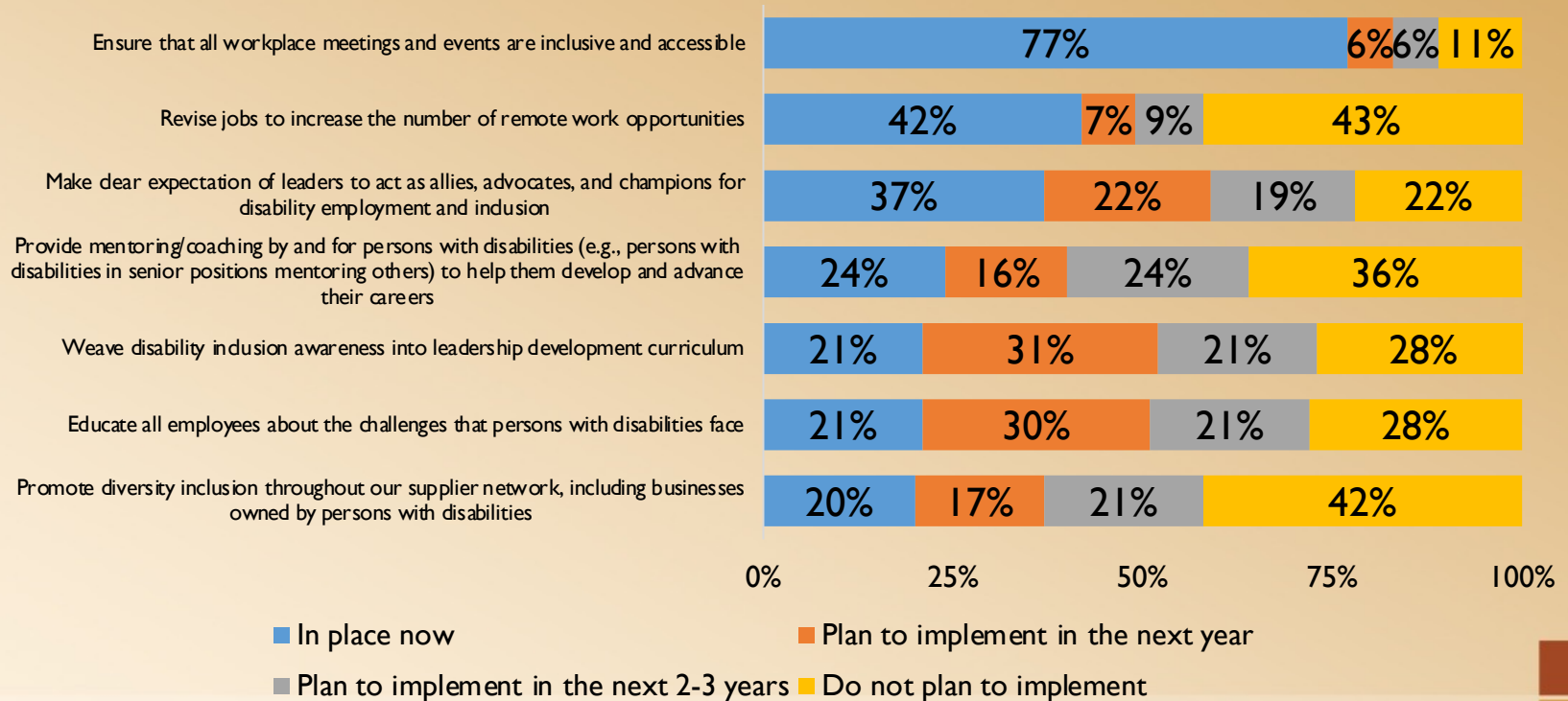
Which of the following practices has your organization implemented to increase the recruitment, hiring, and retention of persons with disabilities hired?

■ Do not plan to implement



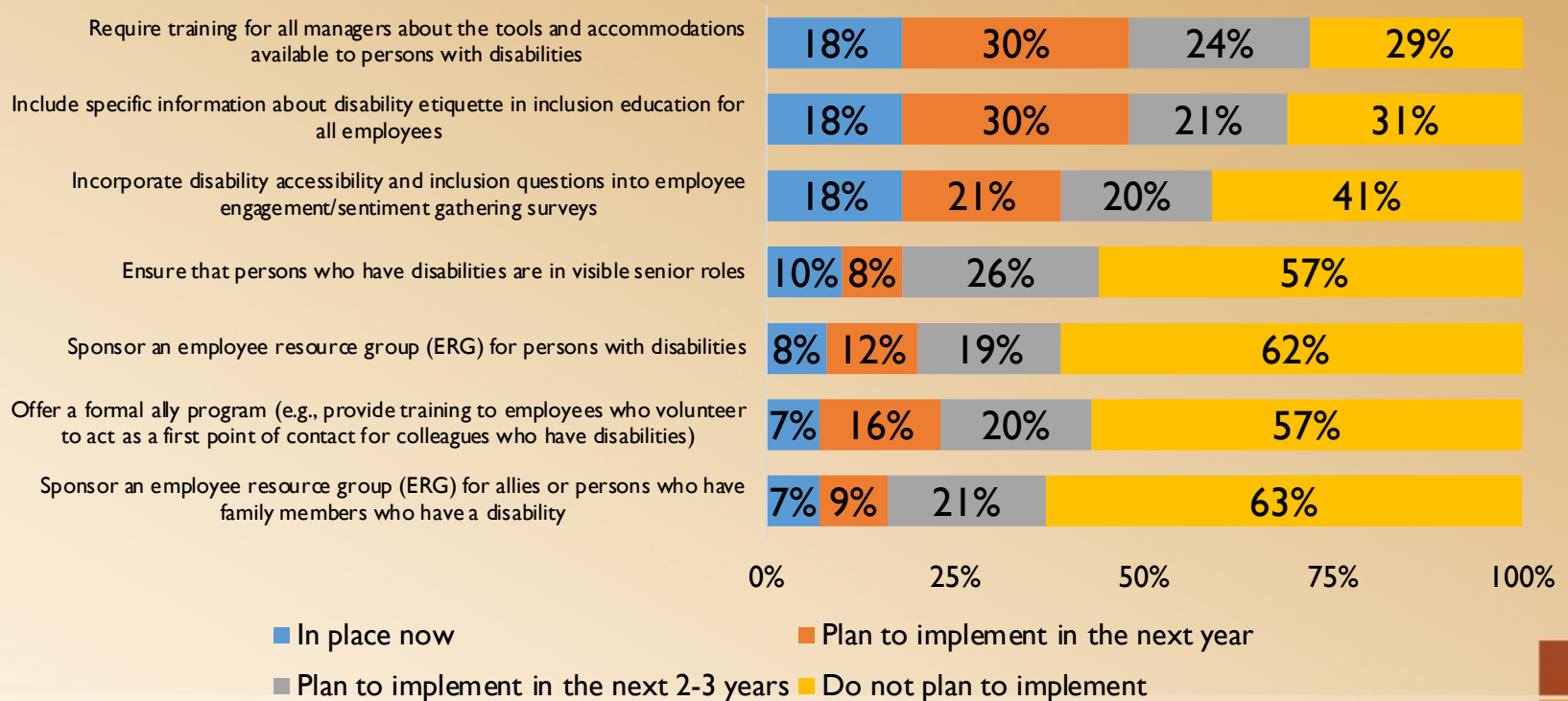
PRACTICES IMPLEMENTED TO PROVIDE SUPPORT

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



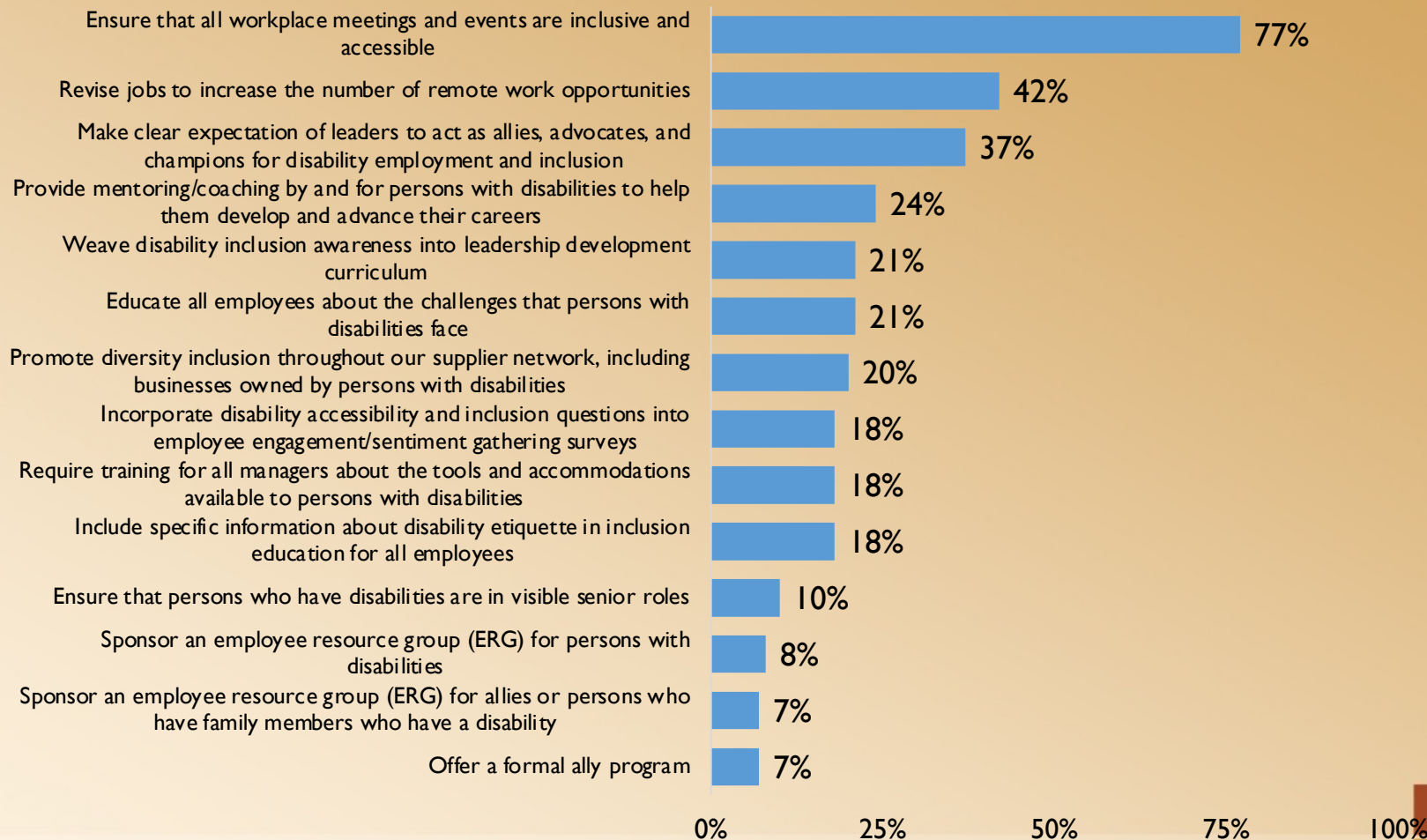
PRACTICES IMPLEMENTED TO PROVIDE SUPPORT (CONT.)

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



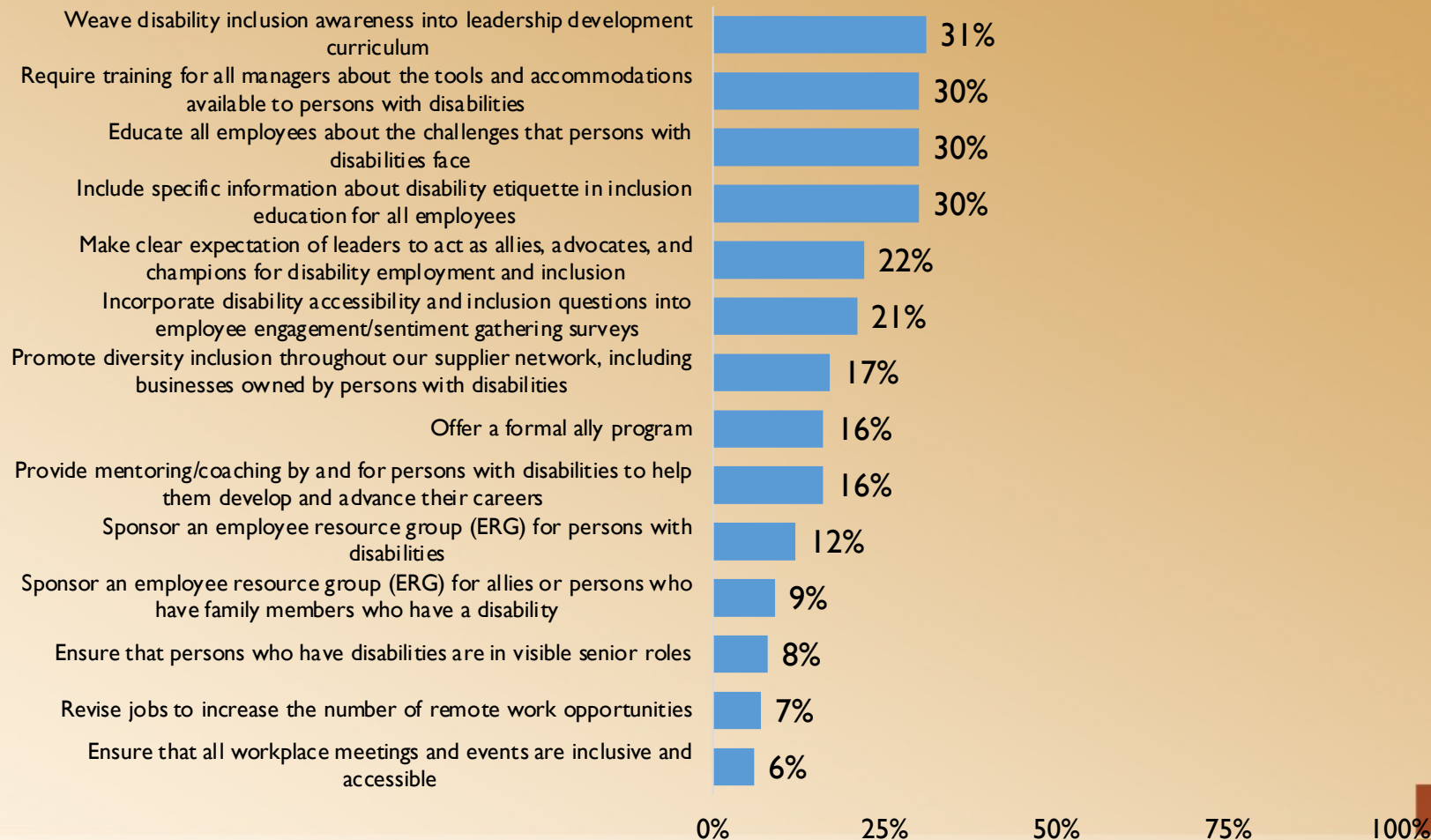
Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

■ In place now



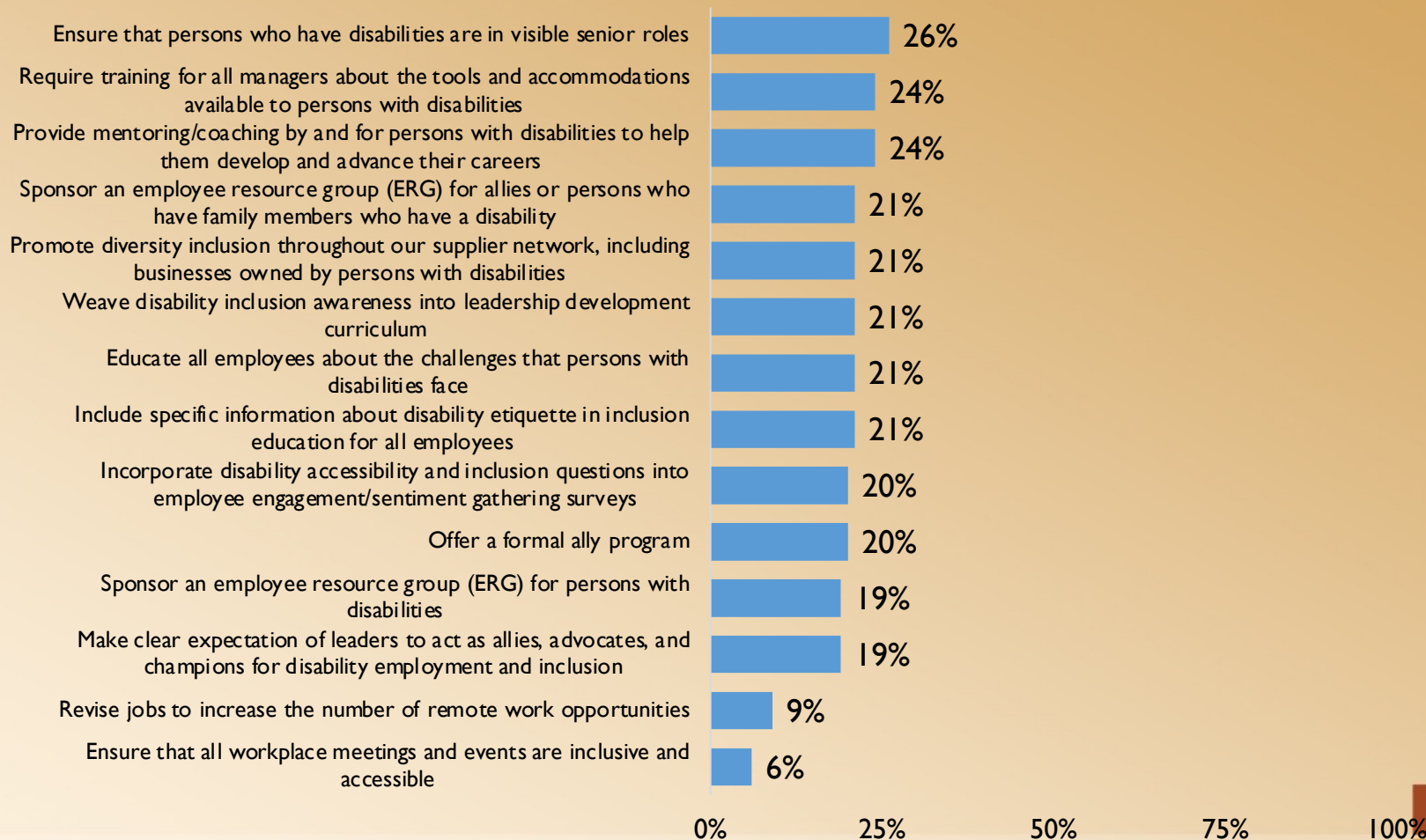
Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

■ Plan to implement in the next year



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

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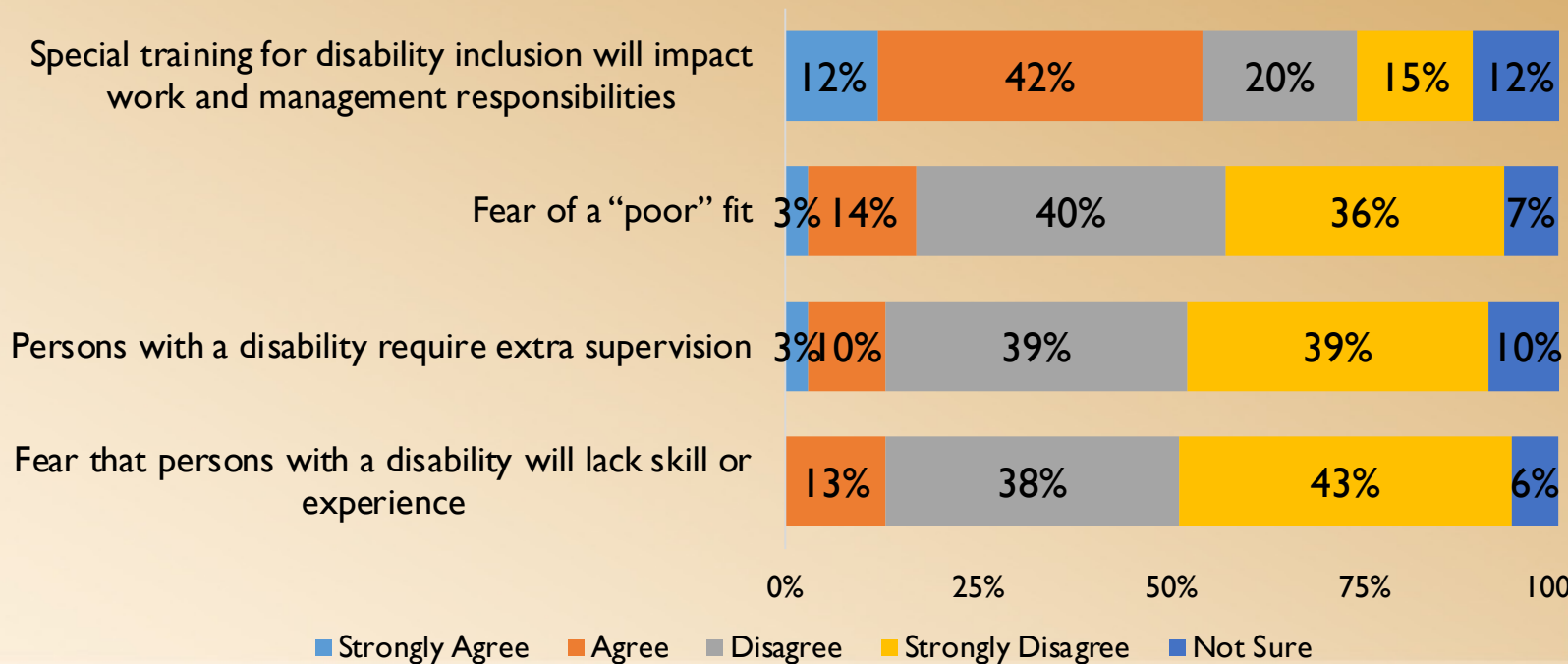
Which of the following workplace practices has your organization implemented to provide support to persons with disabilities?

■ Do not plan to implement



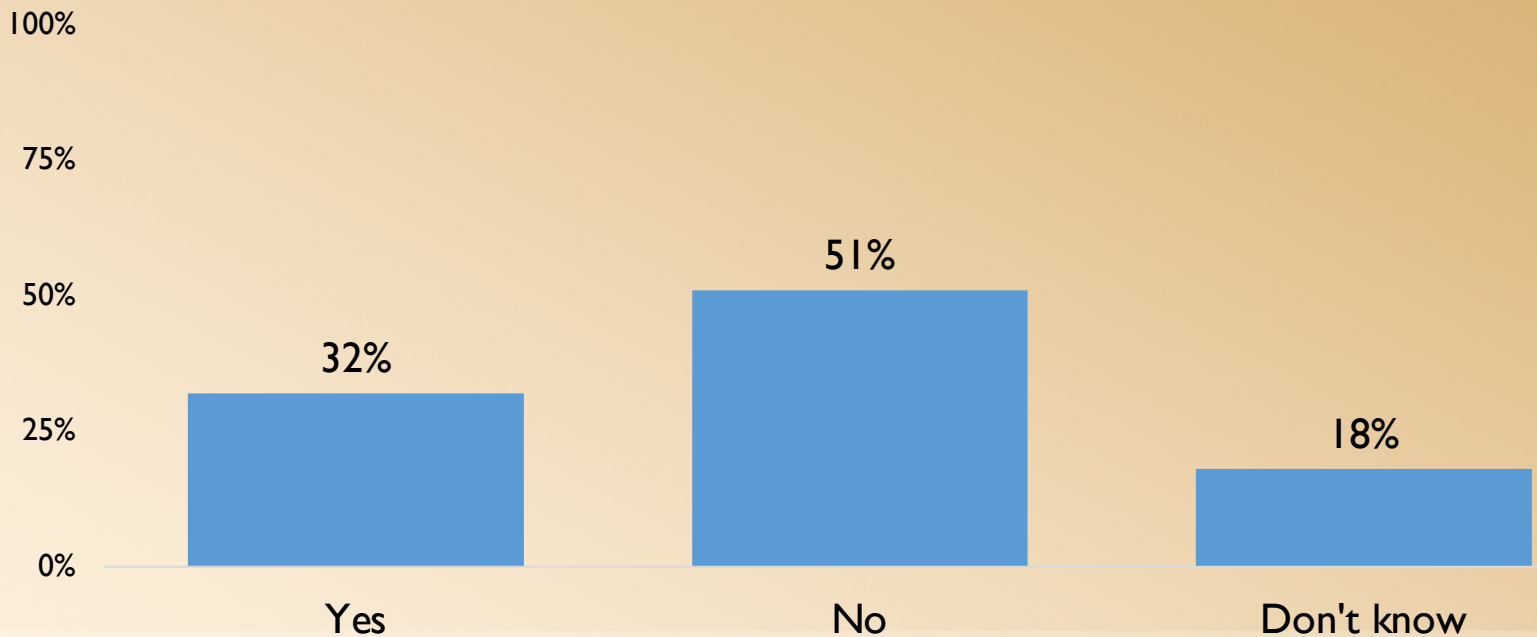
CONCERNS WHEN HIRING

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



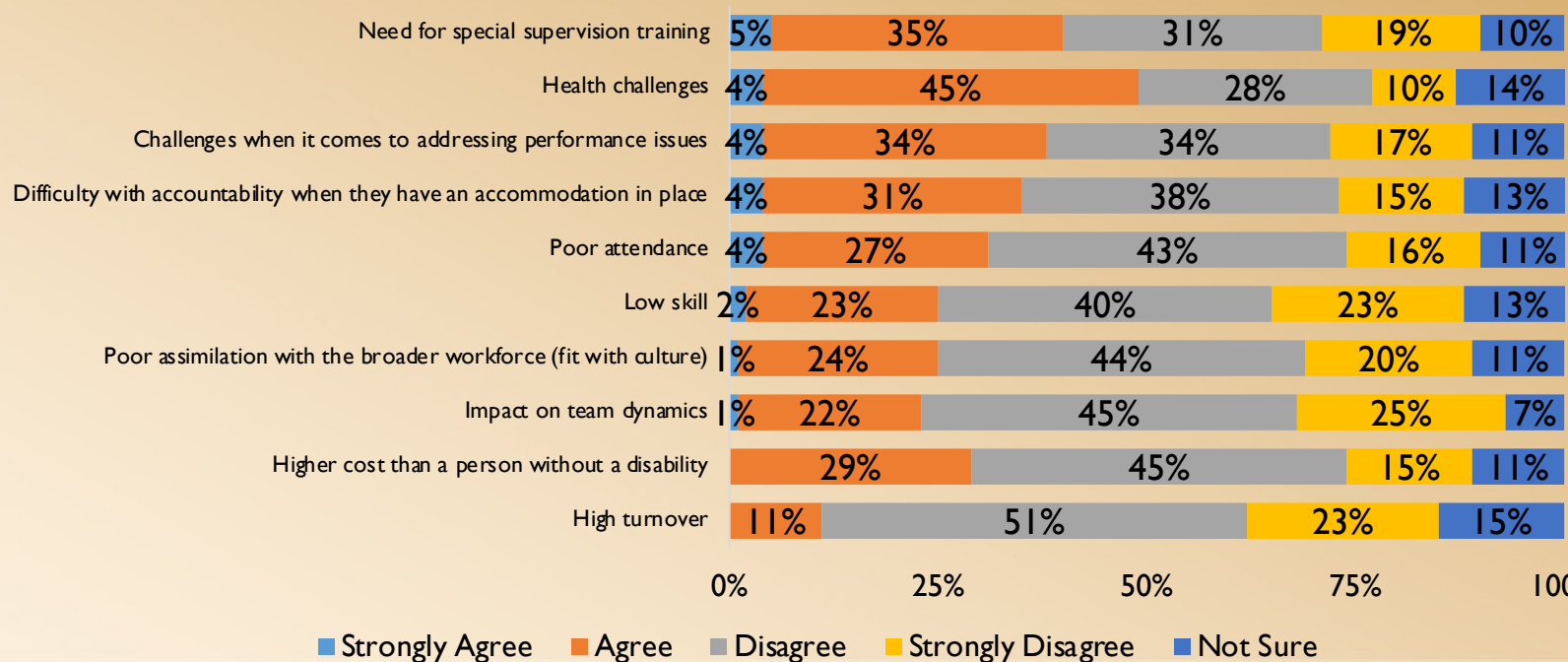
PARTICIPATED IN PROGRAM DESIGNED TO INTRODUCE PERSONS WITH DISABILITIES INTO YOUR WORKPLACE

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



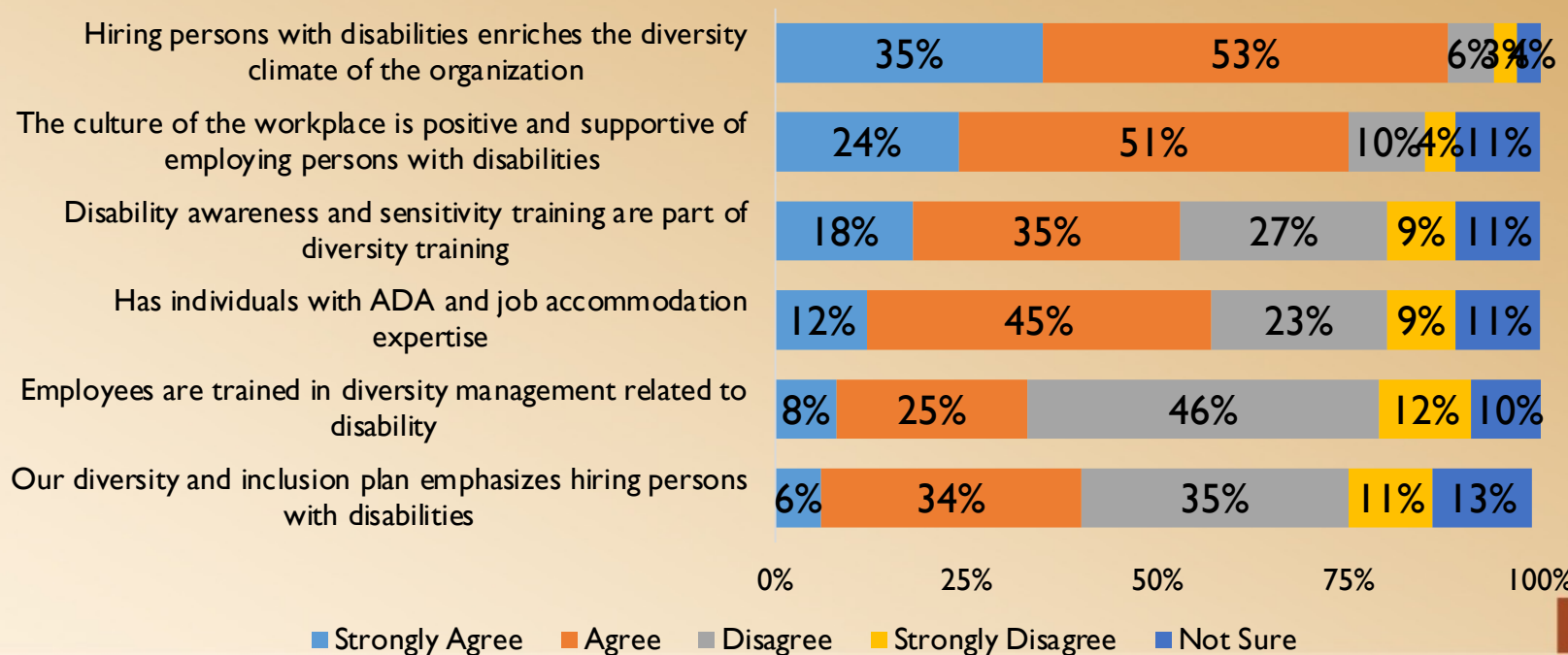
MANAGERS ARE CONCERNED THAT...

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



EFFORTS TO MAKE ORGANIZATION MORE INCLUSIVE

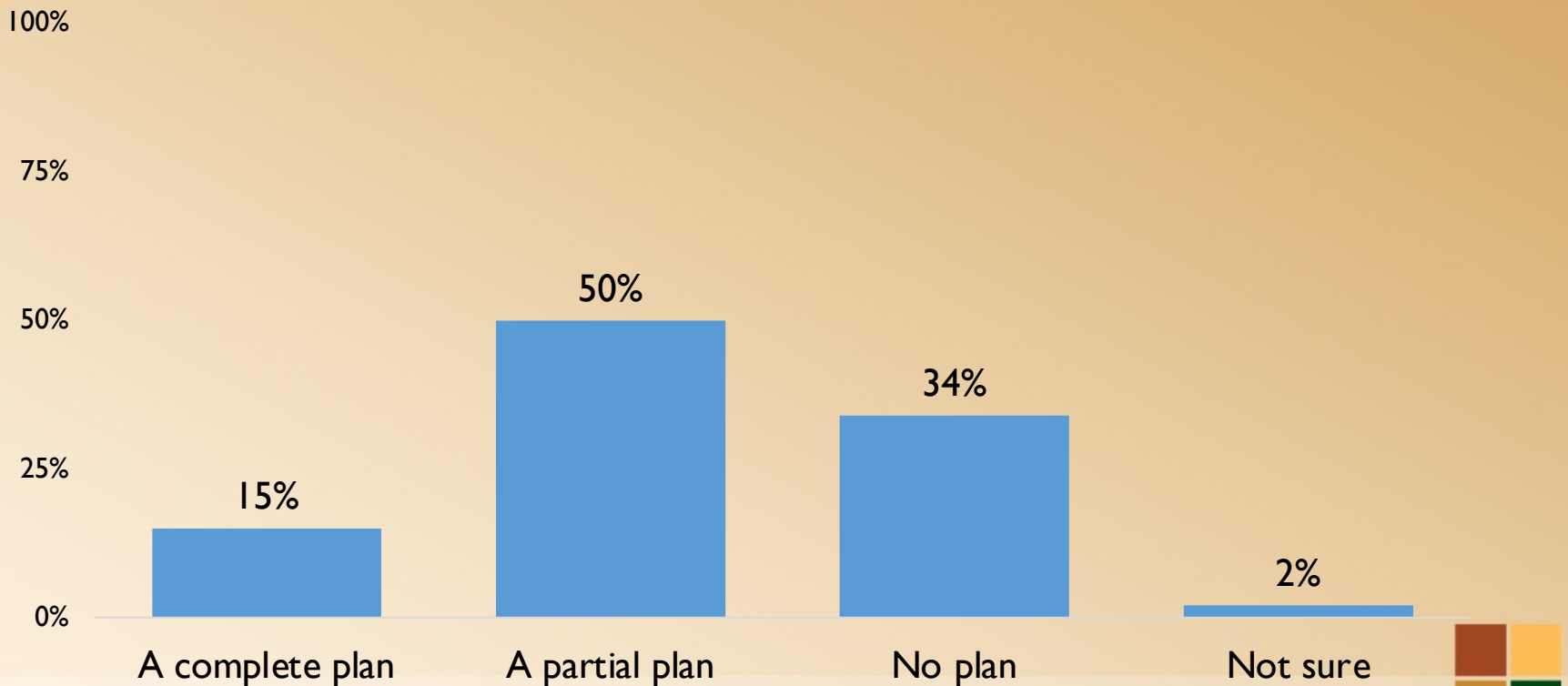
Thinking about efforts to make your organization a more inclusive workplace, would you agree or disagree that in your organization...



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

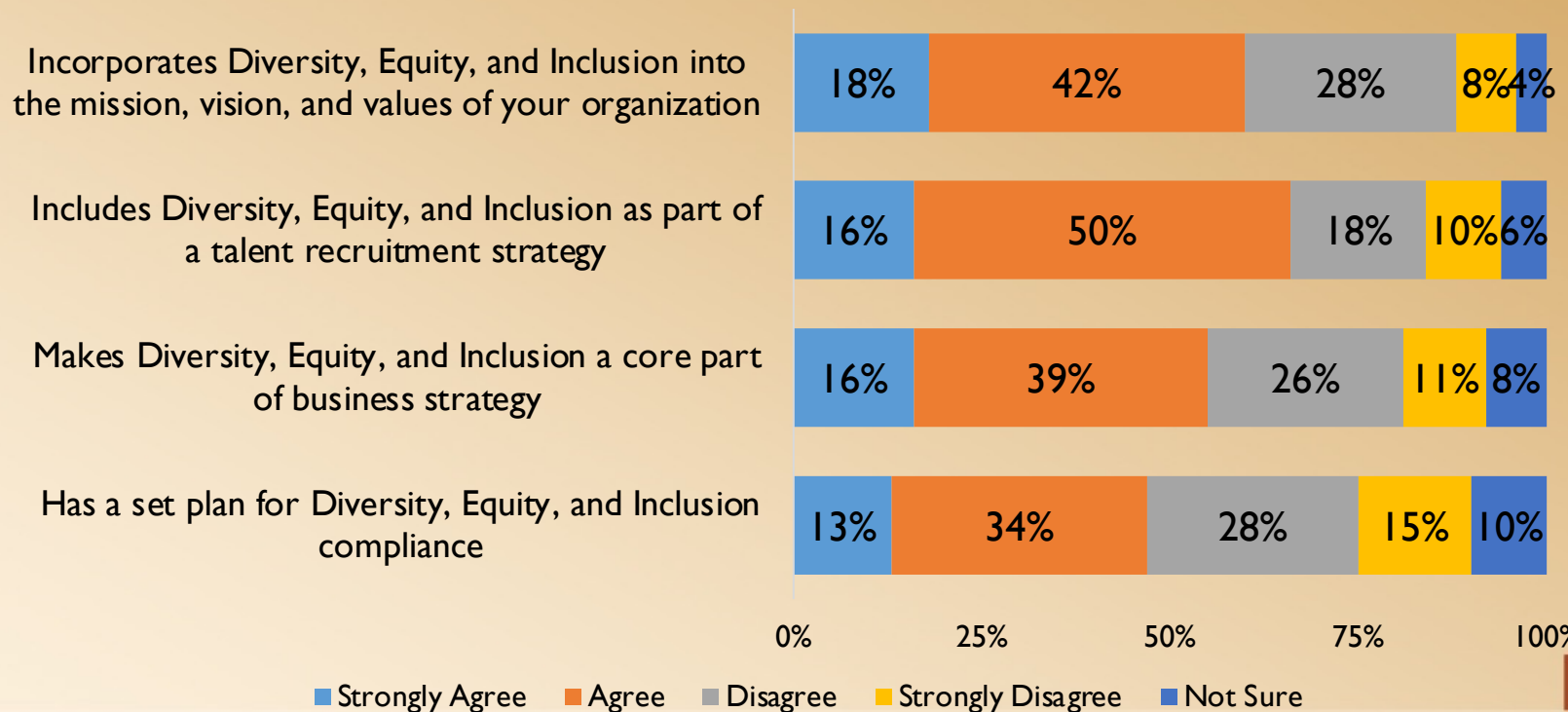
DIVERSITY, EQUITY, & INCLUSION PLAN?

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



ABILITY TO EFFECTIVELY DEVELOP INCLUSIVE WORKPLACES

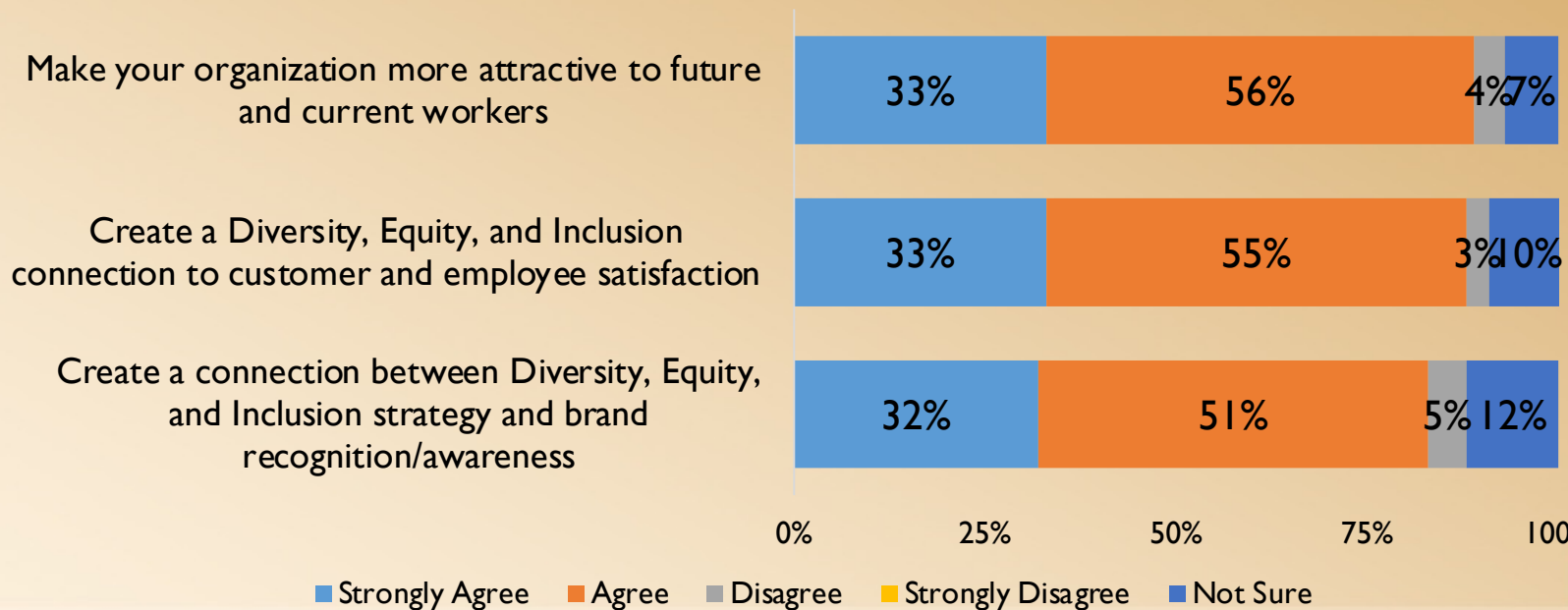
Many organizations are concerned with their ability to effectively develop inclusive workplaces. Would you say your organization...



PERCEPTION OF DE&I BENEFITS TO ORGANIZATIONS AND WORKERS

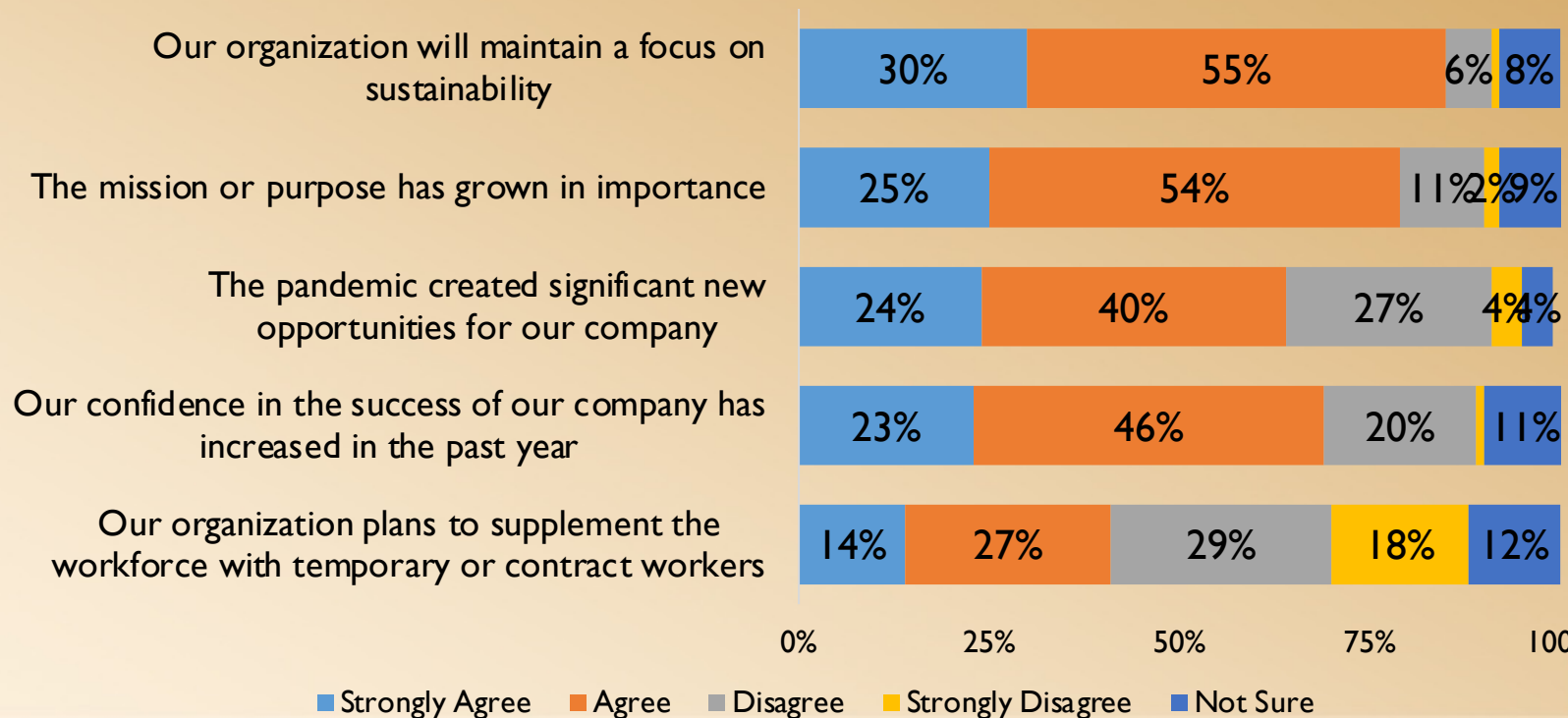
IMPACT FROM HIRING WORKERS BASED ON A DE&I PROGRAM OR PLAN

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...



EXPERIENCE DURING PANDEMIC

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



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%
- 1-3 27%
- 4-9 19%
- **10 or more 52%**

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

THANK YOU!

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