

# Disability Inclusion – What Can YOU Do as a Business Owner or Hiring Manager to Benefit from Disability Inclusion?

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Many businesses and hiring managers are unaware of the positive impacts of employees with disabilities. The lack of awareness does not stem from conscious opposition, but more from a lack of familiarity. What can YOU do as a business owner or hiring manager to become more familiar with disability inclusion?

Businesses, especially small businesses, are inundated with many tasks to simply keep the doors open and maintain a balance sheet that allows the owner to sleep at night. Time and energy are arguably the biggest deterrents for business owners and hiring managers in creating a more comprehensively represented, disability-inclusive workforce. What can YOU do as a business owner or hiring manager to increase disability inclusion?

The ROI of disability inclusion is no different than ROI in business applications. It is a performance measure used to evaluate the efficiency of an *investment*, albeit human capital instead of financial capital. This is what YOU can do as a business owner or hiring manager:

- Hiring qualified job seekers with disabilities.
- Educating all employees and stakeholders on disabilities etiquette, language, and work habits
- Improving physical accessibility (Universal design) to buildings, offices, cubicles, public areas, and restrooms
- Raising awareness within your firm of hidden disabilities and how to support people working with chronic health conditions, serious illnesses, mental health issues, nonvisible, and temporary disabilities
- Supporting disabled-owned businesses when vetting suppliers, services providers, and consultants