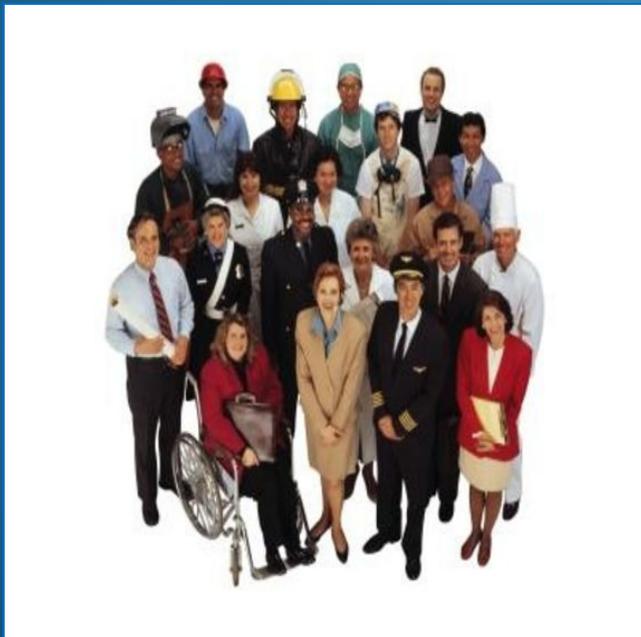


# Missouri's Best Practices: Business Leadership Networks Building an Inclusive Workforce



Presented by Rob Honan  
Executive Director  
Governor's Council on Disability

# Why do we need to talk about this ?

Employment rate of persons ages  
16-64 with disabilities

27.6%

Employment rate of persons ages  
16-64 without disabilities

69.9%

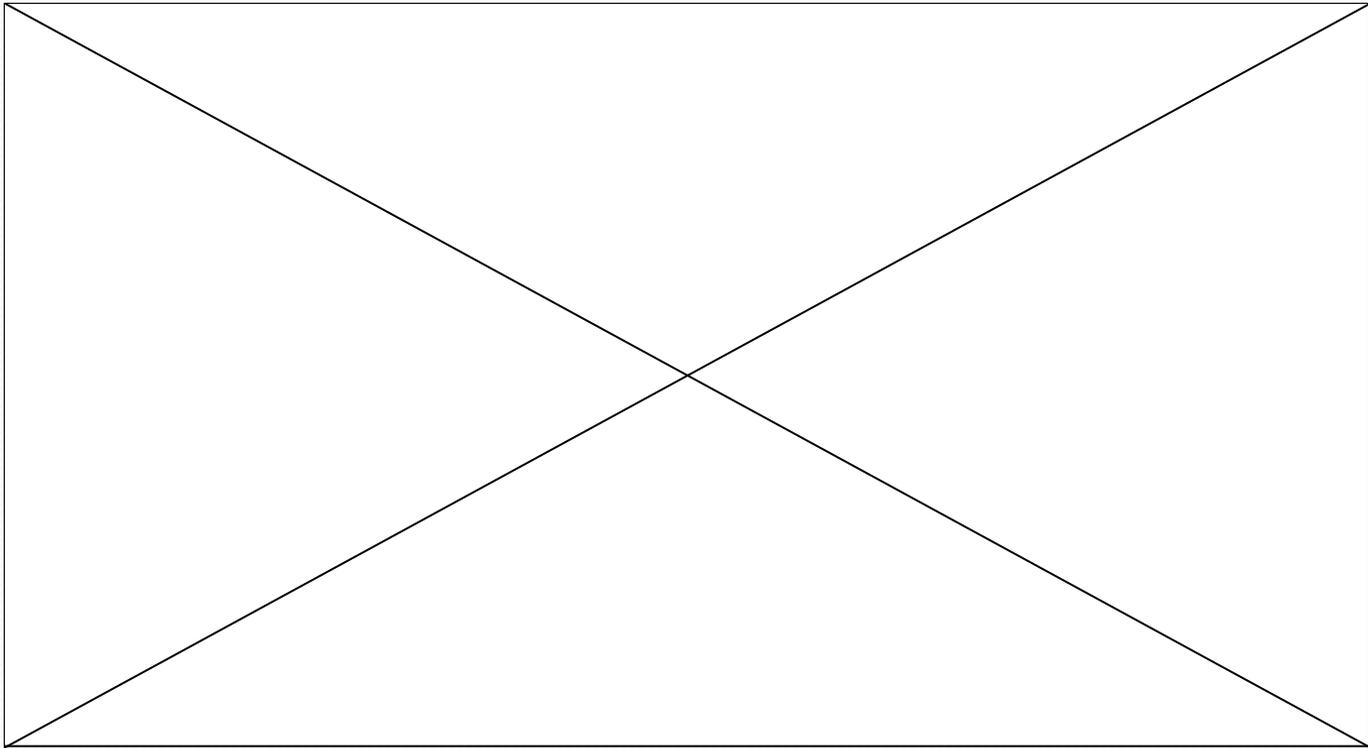
**Employment Gap: 42.4%**

# Business Leadership Networks

- A national business led partnership: [www.usbln.org](http://www.usbln.org)
- Supplier Diversity Initiative developed by the Disability Supplier Diversity Program (DSDP)
- Missouri has two affiliates:
  - Greater Kansas City BLN: <http://gkcbln.org/>
  - St. Louis metro area: [www.mobln.org](http://www.mobln.org)



# Disability Considerations in the Workplace and the Marketplace



# Economic Impact

- People with disabilities worldwide have more than three trillion dollars of disposable income
- Two hundred twenty billion dollars in USA
- Ten percent of the world's population has a disability



# Did you know ....

- One in five Americans has a disability
- Majority of disabilities are invisible
- A person with a disability does not have to disclose their disability at the time of the interview
- Many one-time accommodations are free while most cost under \$500 (Job Accommodation Network)



# Making a Business Case

- Improve productivity through innovative and effective ways of doing business
- Reduce hiring and training costs
- Increase retention
- Workplace accommodations – low cost and high impact
- Mirror the market to attract a wider customer base
- Use technology in new ways to increase productivity
- Leverage the unique experiences and skills of employees with disabilities – including disabled veterans

# What can you do ?

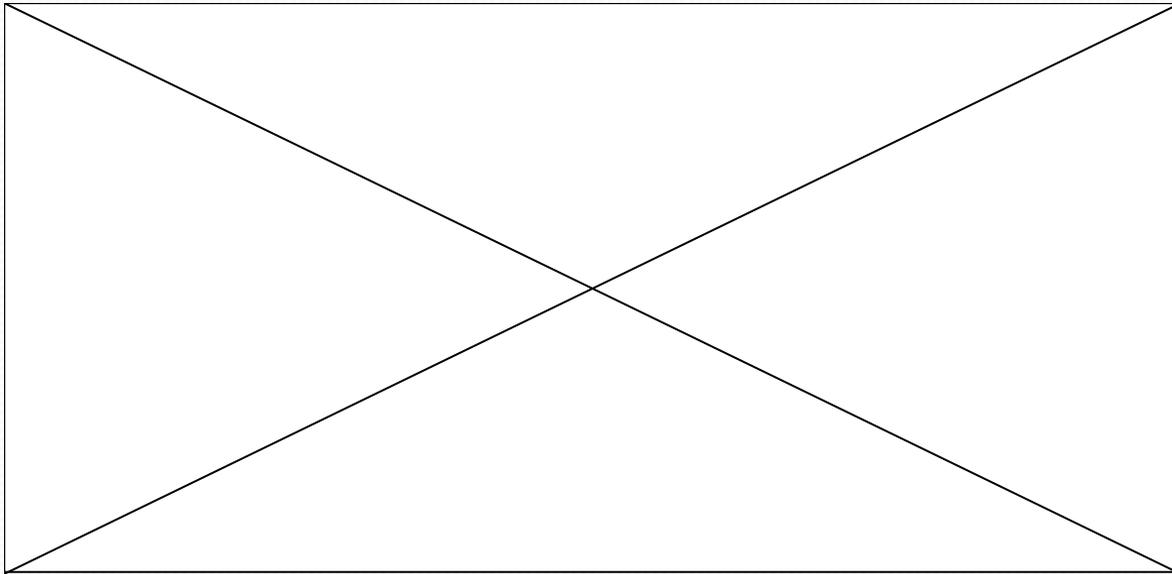
- Implement the “I can” campaign for disability employment
- Celebrate Disability Employment Month in October
- Check your website for accessibility. Is there a text version of the application and other relevant employee information?
- Market to your customers with disabilities

[www.dol.gov/odep](http://www.dol.gov/odep)



# More on what you can do:

- Create an employee resource group
- Include employees with disabilities in policy changes
- Dos and Don'ts of disability etiquette:



# Where do I recruit prospective employees with a disability?

- College campus disability access office
- Employment service providers
- Centers for Independent Living
- Missouri Career Centers
- Veterans Affairs office
- Vocational Rehabilitation



# Retaining and Advancing Employees

- Job Accommodation Network: [www.ASKJAN.org](http://www.ASKJAN.org).
- Employer Assistance and Resource Network: [www.ASKEARN.org](http://www.ASKEARN.org).



# “I CAN” Disability Employment video



“As the leader of an organization, I’ll always choose the solution that represents an amalgam of opinions and insights rather than the one that approaches the problem from only one angle. That’s because an inclusive workforce is a stronger workforce. And it is an essential step toward a stronger, better America, one where every person is recognized for his or her accomplishments—that should be our goal every day of every month.”

*Kathy Martinez is Assistant Secretary for US Department of Labor , Office on Disability Employment Policy.*



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