

Talking About Inclusion@Work

Measure Success: Accountability & Self-Identification



WHAT IS ACCOUNTABILITY & SELF-IDENTIFICATION?

The adoption of policies and procedures around disability employment are essential, but ultimately, a company must take steps to ensure their effective implementation. For federal contractors and subcontractors, reporting requirements under Section 503 of the Rehabilitation Act provide some of the framework for measuring results with regard to data collection. However, companies can take additional steps to ensure disability becomes institutionalized in their workforce diversity goals and, if appropriate, encourage self-identification.

EXAMPLES OF BEST PRACTICES

Examples of best practices for accountability and self-identification include, but certainly are not limited to:

- ➔ Providing ongoing training on disability-related issues to all staff, particularly those involved in recruitment, hiring, promotion and retention;
- ➔ Establishing accountability measures and ensuring an efficient and accessible process for self-identification (as required for federal contractors covered by Section 503 of the Rehabilitation Act); and
- ➔ Incorporating disability inclusion goals in appropriate personnel's performance plans.

DISCUSSING ACCOUNTABILITY & SELF-IDENTIFICATION

Use the following questions to spark conversation about this topic in a group setting, for example, with human resource professionals, diversity and inclusion professionals, employee assistance professionals, business executives and supervisors/managers. This is a great opportunity to use these questions to complement EARN's training, *Measure Success: Accountability & Self-Identification*, available at AskEARN.org/inclusion-work.

- ➔ How does your company provide ongoing training on disability issues and/or infuse disability into its employee education activities?
- ➔ Does your company have expressed goals for disability inclusion? If so, are these tied to legal requirements or because of a voluntarily adopted effort, and how do you measure progress toward them?
- ➔ Has your company ever used self-assessment tools, such as Disability:IN's Disability Equality Index or the National Organization on Disability's Disability Employment Tracker? If so, was the experience beneficial, and were the results used to inform and implement changes?

The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain and advance qualified employees with disabilities. This discussion guide is one in a series of seven, each of which explores a different component of EARN's Inclusion@Work employer policy framework. To access others, visit AskEARN.org/inclusion-work.