# **Kit 2: Employment Myths**

## MedIA Release

[YOUR LOCATION] – [date]– There are many misconceptions about hiring people with disabilities. To help dispel myths and answer questions on employment, [name of your BIA] has released information challenging those myths. The information will be distributed through our [channel of distribution, such as newsletter/social media posts/bulletin/ etc.] to our BIA members.

### Quick Facts

* Most accommodations in the workplace for people with disabilities cost under $500.
* Turnover for employees with disabilities are 5x less than their non-disabled counterparts.
* Less than 2% of people with a disability use a wheelchair or scooter as their primary mode of transportation.

### Quotes

[quotes from your BIA, business members, board members, or local champions of the AODA in your community]

### Quick Links

[Ontario BIA Association – Accessibility Resources](http://obiaa.com/accessibility/accessibility-smart-businesses-project/)

Twitter: @[Your BIA’s Twitter name]

[@OBIAA\_](https://twitter.com/OBIAA_) (Hashtag for social media: **#accessBIA)**

### Media Contact

[Insert Your Contact Information]

## Quiz

**The percentage of people with visible disabilities is:**  
a) 20% b) 30% c) 40% d) 50% e) 70% (Answer: B)

**A DuPont study showed that \_\_\_\_\_\_ of workers who have a disability scored average or above average in performance ratings.**a) 50% b) 65% c) 82% d) 90% (Answer: D)

**Most job accommodations cost less than:**  
a) $5,000 b) $3,000 c) $1,000 d) $500 e) $200 (Answer: D)

**According to a DuPont survey, \_\_\_\_\_\_\_\_\_ of employees who have a disability have average or above average attendance records**  
a) 86% b) 75% c) 66% d) 44% (Answer: A)

**Less than \_\_\_\_\_\_\_ of people who have a disability use a wheelchair or scooter as their primary mode of transportation.**  
a) 2% b) 5% c) 8% d) 12% e) 15% (Answer: A)

Source: “Six Steps to Marketing Employment for people who have a disability”, Joe Dale, October 2002.

## Article

### Employment Myths

Disability in the workplace can be a hard topic to talk about. The word disability carries a lot of stigma with it. The thought of hiring a person with a disability may scare many business owners - but the reality is, you probably already have employees with disabilities or have a disability yourself! There are many myths around employment and disability that we need to dispel.

### Myth 1: All people with disabilities are the same.

When we think of a person with a disability, we often think of a wheelchair user or someone accompanied by a guide dog. However, disability covers many areas of human difference. Wearing glasses to read or a cane to walk are accommodations we see everyday that we may not think of being part of a disability. However, most forms of disability cannot be seen as 70% of all disabilities are in invisible, meaning you couldn’t tell a person has a disability just by looking at them!

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) uses the same [definition of “disability”](http://www.ohrc.on.ca/en/resources/Policies/PolicyDisAccom2?page=disen-2_.html) as the Ontario Human Rights Code, which includes both visible and non-visible disabilities. This includes vision disabilities such as low or no sight, deafness or being hard of hearing, intellectual or developmental, learning, and mental health disabilities. Disability is a broad term!

### Myth 2: Employing people with disabilities will cost more and use up more time

80% of accommodations in the workplace cost under $500. Employee engagement is often greater for employees with disabilities, with turnover that is 5x less than their non-disabled counterparts. Accommodations help employees, with or without disabilities, to do their job better, be engaged and feel a valued part of the organization. This saves the organization money and time in the long run!

There are many supports available to organizations looking to increase accessibility such as [Stop the Gap](http://stopgapblog.blogspot.ca/p/community-ramp-project.html), the [Enabling Accessibility Fund](http://www.esdc.gc.ca/eng/disability/eaf/index.shtml), the [Opportunities Fund for Persons with Disabilities](http://www.servicecanada.gc.ca/eng/of/index.shtml), and [Workplace Accessibility](http://www.esdc.gc.ca/eng/disability/eaf/workplace.shtml).

#### Article Resources

Brisbois, B. [Business Benefits of Accessible Workplaces](http://www.conferenceboard.ca/e-library/abstract.aspx?did=6264). (2014). PDF. Web. 8 August 2014.

Dale , J. [Disability and Employment](http://www.odenetwork.com/wp-content/uploads/2010/10/DisabilityandEmploymentPart1.pdf). Ontario Disability Employment Network. [no date]. PDF. Web. 8 August 2014.

Dale, J., Wafer, M. [Employment: A personal imperative and a business imperative](http://www.carleton.ca/accessibilitysummit/july-14/). International Accessibility Summit, Ottawa. 14 July 2014. Conference Presentation.

Donovan, R. [“Mining the disability market.”](http://www.bbc.co.uk/ouch/opinion/mining_the_disability_market.shtml) BBC. (2011). Web. 29 April 2013.

Fredeen, K. et al. [Rethinking Disabilities](http://www.esdc.gc.ca/eng/disability/consultations/rethinking_disabilities.pdf). (2013). PDF. Web. 8 August 2014.

Kemper et al. [Releasing Constraints: Projecting the Economic Impacts of Increased Accessibility in Ontario. Martin Prosperity Institute.](http://www.martinprosperity.org/media/ReleasingConstraintsAccessible.html) (2010). PDF. Web. 29 April 2013.

[Policy and guidelines on disability and the duty to accommodate.](http://www.ohrc.on.ca/en/policy-and-guidelines-disability-and-duty-accommodate?page=disen-2_.html) Ontario Human Rights Commission. (2000). Web. 2 February 2016.

## Social Media

### Facebook/LinkedIn

Employment Myths: The thought of hiring a person with a disability may scare many business owners - but the reality is, you probably already have employees with disabilities, or have a disability yourself! [link to article]

### Twitter

Employment myths around hiring people with disabilities [link to article]

80% of accommodations in the workplace cost under $500 #accessBIA

Turnover for employees with disabilities are 5x less #accessBIA

Accommodations help all employees do their job better, be engaged & feel valued #accessBIA

## Resources FOr YOur Website:

* [Business Benefits of Accessible Workplaces](http://obiaa.com/accessibility/accessibility-smart-businesses-project/) (Conference Board of Canada)
* [Myths about hiring people with disabilities](http://www.employersupport.nb.ca/mythbusters.asp) (New Brunswick Employer Support Services)