

HIDDEN POTENTIAL

ENGL 470-01

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Year: Senior

Major: Communication Sciences and Disorders

Topic: Underrepresentation of individuals with disabilities in the workplace

Topic Selection Reasons: Personal experience and relation to my future profession

A QUESTION

If we were looking for someone to fulfill the position of...

- A stockbroker...we would want someone who has experience with trading stocks
- A state representative to congress...we would want someone from the actual state they are representing so that they know the needs of their constituents
- A cardiovascular surgeon...we would want a doctor who has been trained and hopefully has experience in performing cardiovascular surgery
 - A person to encounter and serve individuals with disabilities...
we would want someone who does not have a disability?

CURRENT EMPLOYMENT BASED ON DISABILITY

- According to the U.S. Bureau of Labor Statistics, “A large proportion of persons with a disability—about 8 in 10—were not in the labor force, compared with 3 in 10 of those with no disability” (2021).

Unemployment Rates with Disabilities



Unemployment Rates Without Disabilities



- According to the CDC, “61 million adults in the United States live with a disability. 26 percent (one in 4) of adults in the United States have some type of disability” (2020).

WHERE ARE THEY?

- The exact representation of individuals with disabilities inside the United States of America is sometimes vague.
- According to the National Disability Rights Network, “the decennial census does not include any questions about disability” (2020).
- More specifically, the U.S General Census, such as the 2020 census we recently completed, did not include questions about disability.

WHAT CAN BE GAINED FROM INCLUDING INDIVIDUALS WITH DISABILITIES INTO THE WORKFORCE?

Increasing the number of individuals with disabilities into the workforce offers a number of benefits:

- Assisting disabled individuals with employment
- Creating a greater representative and inclusive workspace
- Allowing for new viewpoints and perspectives
- Developing a greater company image

WHAT CAN BE GAINED FROM INCLUDING INDIVIDUALS WITH DISABILITIES INTO THE WORKFORCE?

- An article published in the *Journal of Occupational Rehabilitation* noted that the, “benefits of hiring people with disabilities included improvements in profitability (e.g., profits and cost-effectiveness, turnover and retention, reliability and punctuality, employee loyalty, company image), competitive advantage (e.g., diverse customers, customer loyalty and satisfaction, innovation, productivity, work ethic, safety), inclusive work culture, and ability awareness” (Lindsay et al., 2018).

CONCLUSION

QUESTIONS?

References

- Centers for Disease Control and Prevention. (2020). *Disability impacts all of us infographic*. <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impactsall.html#:~:text=61%20million%20adults%20in%20the,have%20some%20type%20of%20disability>
- Lindsay, S., Cagliostro, E., Albarico, M., Mortaji, N., & Karon, L. (2018). A systematic review of the benefits of hiring people with disabilities. *Journal of Occupational Rehabilitation, 28*(4), 634–655. <https://doi.org/10.1007/s10926-018-9756-z>
- National Disability Rights Network. (2020). *Why are there no disability-related questions on the 2020 census?* <https://www.ndrn.org/resource/why-are-there-no-disability-related-questions-on-the-2020-census/>
- U.S. Bureau of Labor Statistics. (2021). *Persons with a disability: Labor force characteristics summary*. <https://www.bls.gov/news.release/disabl.nr0.htm>