



HR GUMBO

a vibrant conference centered around how HR, AAP, Inclusion, and Pay Equity intersect to create a beautifully balanced work culture.



Inclusive Workplaces and the Gumbo of Ability

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Neurodiversity

“Neurodiversity is defined as, ‘the variation and difference in neurological structure and function that exist among human beings.’”

Source: EARN (Employer Assistance and Resource Network on Disability Inclusion) citing Dictionary.com

“Neurodiversity refers to the variation in neurocognitive functioning. It is an umbrella that encompasses neurocognitive differences such as autism, ADHD, dyslexia, Tourette’s syndrome, anxiety, OCD, depression, intellectual disability, and schizophrenia, as well as ‘normal’ neurocognitive functioning, or neurotypicality.”

Source: EARN citing Autistic Self Advocacy Network (ASAN)





Accessibility

“The term ‘accessibility’ means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.” – Executive Order 14035



Intersectionality

- According to Merriam-Webster, **intersectionality** is “the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups”
- Concept developed by Professor Kimberlé Crenshaw
- Involves recognition that each of us has multiple intersecting or overlapping identities
- The EEOC, OFCCP, and state civil rights agencies have started reviewing/evaluating/investigating pay gaps that are indicative of intersectional or compound discrimination





Add the A to DEI

Only about 4% of DEI Programs include disability as a focus according to Harvard Business Review

Most companies do not have Chief Accessibility Officers





Legal Compliance

Americans with Disabilities Act

Section 503 of the Rehabilitation Act

DOJ Regulations

Other Laws: Fair Housing Act/IDEA





Best Practices

Centralized accommodation systems
Chief Accommodation Officer
Accessible websites and workplaces
Disability Inclusion Mission Statement
Disability Employee Resource Groups
Coordination with Vocational Rehabilitation Agencies
Use of JAN and EARN resources from US DOL
Mental Health and Neurodiversity Initiatives





Leadership

CEO Leadership

Example of the City of Coral Gables

City Commission adopted Principles of Inclusion in 2015

<https://www.coralgables.com/ada>

<https://www.coralgables.com/accessible-recreation>

Example of OFCCP

External and internal focus on enhancing disability inclusion



Questions

