



## Hiring the Right Talent

### Disability Employment Awareness



#### Why is diversity amongst a team important?

Engagement, retention, and performance all increase when employees understand the culture, value and the roles an individual plays in the goal of making the workplace inclusive.

The disability talent pool helps to drive growth and innovation. By embracing diversity, teams become more resilient, innovative, and better equipped to thrive in complex environments.

#### What statistics support the need and benefits of hiring a diverse workforce?

- 8 million Canadians 15 and over or 27% of the population, identify as having a disability
- World Health Organization states that 1.3 billion people report having a disability
- 73% of the world's population are affected by disability if you account for family and loved ones
- 50% of people with disabilities have a degree
- 63% of people with disabilities do not require accommodations in their workplace
- 72% higher retention rate amongst people with disabilities
- 92% of consumers prefer companies that hire people with disabilities

#### What training is available to help develop an awareness and understanding?

##### AODA Employment Standard

The Employment Standard addresses the policies and procedures organizations follow in recruiting and accommodating their employees. The standard will help people with disabilities participate in our labor force and economy, and will help employers find untapped talent.

If you have not yet taken this training or wish to complete a refresher, click on the link to [Mandatory Employee Training](#) and refer to "AODA Training" section.

#### What are some other resources that can be explored on this important topic?

[Delight Customers and Attract Talent YouTube Video](#)

[Disability Myth Quiz](#)

**Need further support?** Contact [Julie Day](#), Health and Disability Management Specialist, Human Resources

#### References:

[Ontario Disability Employment Network](#)

[Ontario Hire People With Disabilities](#)