



**IT'S THE TALENT
THAT MATTERS**

**Goldman
Sachs**



How to attract and
welcome people of
All Abilities
into your organization and
Don't Leave Any Talent
at the door.

The Governor's
Utah Economic Summit





Randy Lewis
Senior Vice President of
Supply Chain & Logistics (Ret)
Walgreen's
Ernst & Young Alumni

“There is a whole world of people who are only six inches under water, but they are drowning. They can never get to the top of the applicant list because of others’ misconceptions.”

The most important lesson he has learned is to let go of every preconception of what a disabled person can do: “You ask the person.”

Utah Statistics taking into account those not in the labor force

2012 Civilians Ages 18-64 Living in the Community*

	Total	Employed	% Employed
TOTAL	1,677,068		
No disabilities	1,539,214	1,187,606	77.2%
With disabilities	137,569	56,649	41.1%

2012 Ages 18-64 in the Labor Force**

	Total	No Disability	Disabilities
In the labor force	1,331,318	1,187,606	56,649
Not in labor force	345,750	273,622	72,128

*2013 Annual Disability Statistics Compendium (www.disabilityCompendium.org)

**U.S. Census Bureau, Employ Status by Disability Status and Type, 2012 American Community Survey

US Statistics taking into account those not in the labor force

2012 Civilians Ages 18-64 Living in the Community*			
	Total	Employed	% Employed
Without disabilities	175,690,083	129,274,939	73.6%
With disabilities	20,007,119	6,551,987	32.7%

2012 Ages 18-64 in Labor Force**			
	Total	No Disability	Disabilities
In labor force	148,442,883	128,308,448	6,460,934
Not in labor force	45,036,104	33,369,116	11,666,988

*2013 Annual Disability Statistics Compendium (www.disabilityCompendium.org)

**U.S. Census Bureau, Employ Status by Disability Status and Type, 2012 American Community Survey

Introductions

Gail Loveland, Executive Director National Ability Center

- Commitment to empowering people of all abilities through sport, recreation and education programs
- Our Diverse Work Place
- Staying in Your Lane – how our strengths are leveraged to support business and community needs



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**Sean Carroll, Managing Director -
Clearing Operations Management**

**Calvin Woolley, Vice President -
Clearing Operations**





Ajay Gupta Partner, Assurance Services



The Fear Factor

- When people meet someone with a disability, some may react with discomfort.
- Employers often have fear of legal challenges based on ADA requirements.
- Employees and potential employees often fear discrimination.



Types of Disabilities, US Census Data

- 20.8% Physical Disability
- 18% Mental Disability
learning; intellectual; developmental
- 6.2% Communicative Disability

*Americans with Disabilities: 2010, Current Populations Reports," U.S. Census Bureau, issued July 2012 P70-131

Disabilities Defined - A Complicated Process

The Americans with Disabilities Act (ADA) defines an individual with a disability is a person who:

Has a physical or mental impairment that substantially limits one or more major life activities.

Neither ADA nor the regulations that implement it list all the diseases or conditions that are covered because it would be impossible to provide a comprehensive list given the variety or possible impairments.

*<http://www.ada.gov/pubs/adastatute08.htm#12102> "Americans with Disabilities: 2010, Current Populations Reports," U.S. Census Bureau, issued July 2012 P70-131

The Americans with Disabilities Act (ADA)

ADA gives civil rights protections to individuals with disabilities that are like those provided to individuals on the basis of race, sex, national origin and religion.

It guarantees equal opportunity for individuals with disabilities in the following areas:

- Employment
- Public Accommodations
- Transportation
- State & Local Governmental Services
- Telecommunications (TDD/Relay Services)

Average Costs of Accommodation

According to the U.S. Department of Labor's Office of Disability Employment Policy:

- Two-thirds of accommodations cost less than \$500.00
- Cost analysis showed that the average cost of accommodations is \$533.17 with this breakdown*:
 - No Cost to Employer – 31%
 - Between \$1.00 - \$500.00 – 38%
 - Between \$500.00 - \$1000.00 – 19%
 - Between \$1000.00 - \$5000.00 – 11%
 - More than \$5,000.00 – 1%

<http://www.youtube.com/watch?v=MwPv1I8OMaQ>

*"EU-US Seminar on Employment of Persons with Disabilities (Brussels, 5 - 6 November 2009) Report," www.dol.gov/odep/pdf/20090309Report.doc

Return on Investment – Team

- Unique sets of skills to the workplace
- Enhancing the strength and diversity of the U.S. labor market.



Return on Investment – Bottom Line

- \$1.00 spent on employment supports returns \$5.64 in increased tax revenue and decreased reliance on public programs - **a 564% return on investment***
- **Tax incentives** are available to employers (Disabled Access Credit; Work Opportunity Credit; Barrier Removal Tax Deduction)
- Individuals with disabilities are a significant market of consumers - representing more than **\$200 billion in discretionary spending** and spurring technological innovation and entrepreneurship

* (www.usor.utah.gov/USORDocs/EISREPORT.pdf)



Building a better
working world

**Diverse abilities
help us build a
better working
world.**

EY is proud to be named
DiversityInc's No. 1
Company For People
With Disabilities.

ey.com/abilities

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PANEL DISCUSSION

Governmental Resources Available

Federal Resources:

- Department of Labor Office of Disability Employment Policy (www.dol.gov/odep/)

State of Utah Resources:

- Utah State Office of Rehabilitation (www.usor.utah.gov/)
- Department of Workforce Services (<http://jobs.utah.gov/>)
- Division of Services for People with Disabilities (www.hsdspd.utah.gov/)
- Utah Governors Committee on Employment of People with Disabilities (www.goodworkutah.org/)

Transportation:

- Utah Transit Authority (www.rideuta.com/mc/?page=RidingUTA-Accessibility)



Examples of Community Resources

Service Providers

- Columbus Community Center (www.columbusseves.org), providing services for vocational/employment support, residential services, day activity programs

Legal Services

- Disability Law Center (www.disabilitylawcenter.org)

Education

- College and University Disability Services for Students

Advocacy Groups

- Utah Parents Network (www.utahparentcenter.org/)

Technology:

- Utah Assistive Technology Program (www.uatpat.org/)