

# Monitoring and Evaluation

When establishing indicators.

## CONSIDER INTERSECTIONALITY

More Women than men have disabilities

Am I employed?

scale of exclusion

POTENTIAL WORKERS

disability types

volunteer participation

There is more analytical POWER now

Aboriginal Peoples Survey, DSA, and Canadian Income Survey are useful for MONITORING labour market data

Longitudinal and international study of adults

Now you can understand where we've been and where we're going

Need to LINK DATA

20 YEARS OF DATA

Consider: education, age, type and intensity of disability

Psychosocial disabilities are prevalent among us

Youth: The older you get, the more layers of disability we have

Co-occurrence

I overcame layers of barriers to get employment

LEARNING DISABILITY

PHYSICAL DISABILITY

My gift is

# Mental Health and the Workplace

WHO will urge the voluntary ACTION to implement the strategy?

Involve SOCIAL ENTERPRISE to create jobs

WORKPLACE

PRIVATE SECTOR

STUDENT

epidemic disability

presenteeism

school-work transition needs to be addressed

I'm WAITING to access adult services

involve me.

stigma

discrimination

CSA facilitates

Independent, third party standards development

Technical Committee

Get involved!

EVERYONE has a voice at the table

Many of us are referenced in regulations for occupational health and safety

- ergonomics
- fatigue
- & more!

How do I ACCESS resources to support return to work?

# Small Business and Disability

new policy

I look for driven, motivated, hard working employees.

Making accommodations helps our whole staff.

We need education. How do we communicate with people with disabilities?

How do I identify people who qualify?

SMALL BUSINESS OWNER

Bring the full solution, and that's all the "selling" I need to hire

Focus on the job and what the employee can do.

Create Hire For Talent toolkit

open the door to DIALOGUE

what are your business needs?

mutual problem-solving

deep societal collaboration

OUR PERSPECTIVES need to change

traditional employment

on demand employment

adaptability

re-skilling

figure things out

respond to demand

People with disabilities have these characteristics needed in the new work economy

## Data Gaps

- Human rights tribunal data isn't well known or circulated
- accommodations made available
- What's happening in the WORKPLACE?
- lack of resources
- hiring barriers
- attitudes
- misconceptions
- Systems-level monitoring
- Who's falling through the cracks?
- Learn about us!
- Why don't we have access to financial programs?
- Ask TOGETHER: What resources do we have and need?
- It's hard to find and understand job market information
- I'm ready for meaningful work.
- How can I navigate career training opportunities?
- The Labour Market Information Council can collect and provide cost of living info that's quality and accessible
- Tell me: How do you use info? Where do you get it?

## WISDOM

How do we tap into WISDOM of service providers and people with long experience?

Data:

- Granularity
- Frequency
- Timeliness

Why are the systems intended to help us making us sick?

Why don't you TRUST us?

I need help advocating for employment

Can you work?

Sometimes... it depends. My disability is not a stable state.

LUMBER COMPANY

I needed workers on the shop floor.

The CCRW wage Subsidy helped me learn what you need and how you can work on the shop floor

What if accommodations and adjustments were part of everyone's onboarding?

loyal

creative producer

perform well

workers with disabilities contribute to my bottom line

need seamless benefits to move in and out of the workplace

create flexibility in an inclusive, healthy workplace

offer wrap around supports. (not policing)

child care and transportation needs

You're hired! welcome.

We're glad you're part of the team.

## ACCOUNTABILITY

Are we addressing bullying and violence?

Are we improving lives?

Are we respecting accessibility legislation?

Are we respecting human rights?

extract

STATS CAN

Where are the public resources to enable:

- access
- understanding
- translation of all these data

What can I DO with these data?

- How do I look at stats by municipality and province?

## CAPACITY

go hand in hand

Mental health

Physical health

need seamless benefits to move in and out of the workplace

create flexibility in an inclusive, healthy workplace

offer wrap around supports. (not policing)

child care and transportation needs

You're hired! welcome.

We're glad you're part of the team.

## HIRING and RETENTION

open the door to DIALOGUE

what are your business needs?

adaptability

re-skilling

figure things out

respond to demand

People with disabilities have these characteristics needed in the new work economy

opportunities Fund

- match employers and employees
- build HR practices and policies

CULTURE CHANGE and TRAINING

#DWCANADA

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 December 4-5, 2018  
 Disability and work in Canada