Key Recommendations: Draft Standard on Employment

Canadian Council on Rehabilitation and Work

Define and amplify the concept of disability confidence



of respondents agreed with CCRW's recommendation.



Disability confidence is **proactive** and establishes accessibility as a priority.

We also heard that there is a need for continuing education & resources on disability confidence for employers.

Move away from representation targets and refocus on methods for creating genuine inclusion



74%

of respondents agreed with CCRW's recommendation that targets, without culture change, can lead to tokenization.

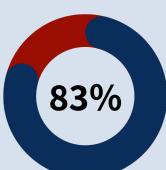


Disability is often under-reported in the workplace.

Benchmarks are indicators of progress and must be paired with

comprehensive accessibility and inclusion practices.

Promote the development of a federal centralized accomodation fund



of respondents agreed, telling us this would reduce the likelihood of undue hardship and:



Streamline access



Enable better tracking of utilization



Normalize the concept of accommodation

We also **heard** that consulting with people with disabilities is crucial to implementing such a fund successfully.

