

Disability Resources Partners in Inclusion & Access

HR Supervisors Meeting

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Disability Resource Center (DRC)

The Disability Resource Center (DRC) is the department designated by the University to ensure UA curricular, workplace, physical, information, technology and policy environments are usable, welcoming and accessible through individual consultation, strategic partnerships and consistent outreach.

The University is committed to inclusive and accessible workplace environments.

The DRC facilitates access by consulting with employees, supervisors, and HR to determine reasonable accommodations or redesigning aspects of an environment to provide access.



What is inclusive hiring?

- Actively recognize diversity and embrace a wide range of qualities and perspectives that candidates bring to your department
- Mindful of the unlimited types of diversity that exist in the human experience
- Base decisions on job-related skills and qualities that each candidate possesses
- Avoid unconscious bias
 - Tendency to recruit individuals who are most like us – this is a comfortable pattern
- Inclusive recruiting mirrors our student/customer base
- Develop mentorship opportunity within department



Best Practices

Define what diversity and inclusion mean for your area

- Most often, gender and race are mentioned as defining diversity, but there are others such as generational, neurodiversity, disability, veteran status and other factors to consider.
- Diversity is often interpreted as encompassing factors such as race and gender. While those factors are significant, the ever-expanding meaning of diversity has evolved, featuring a growing emphasis on diversity of thought and experiences.

The University is committed to creating and maintaining an environment that is diverse, inclusive, and free of discrimination. By accessing the full breadth of talent available, the UA is best able to build a qualified, dynamic, and competitive workforce, meet the needs of students to engage in a rich, interactive learning environment, more successfully produce high quality graduates, and better serve Arizona and beyond. (HR)

The University of Arizona is committed to diversity and inclusion and providing an environment free of discrimination and harassment in which all students, staff, and faculty may contribute and thrive. Workplace climate is an important component in maintaining our strong sense of community, respect, and support for all of our University members. We expect all members of our community to model behavior necessary to create an inclusive and respectful climate for all. (HR)

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"At the center of Inclusive Excellence is the recognition and acceptance of the talents, worldviews, perceptions, cultures, and skills that diverse communities bring to the education enterprise that can be harnessed to prepare students for leading, living, and working in a diverse world. Native American, LGBTQ, Asian American, White, Latino, African American, women, veterans, people with disabilities, Jewish, Christian, International, Muslim, fraternities and sororities, athletes, alumni and many other communities of students, staff and faculty contribute positively to all dimensions of the university. Every individual and group at UA is a critical component of and contributor to diversity and inclusiveness. Making a difference in diversity at the University of Arizona is the essence of inclusive excellence." (College of Public Health)

What can you do?

Job descriptions - inclusive language

- No gender-based language or workplace jargon
- Emphasize job responsibilities not requirements

Expand where you advertise

- Prospective employees may be seeking opportunities in a variety of formats (print, virtual job fairs, social networks and accessing via their mobile device)
- Utilizing different places for seeking employees opens the opportunity to recruit from a more diverse population

Ensure diverse interview panels

- A well-rounded hiring committee will allow for a view of each candidate and gauge different qualities
- A diverse interview panel reduces bias and allows for candidates to be seen from different perspectives

Interview inclusive practices

- When scheduling, ask if there is anything needed for access
- Provide questions in advance, or place in chat feature if online



Things to Remember

- All of us have a role to play in designing inclusive and accessible workplace environments.
- If you have concerns or questions regarding the intersection of disability and the workplace, please contact Disability Resources to consult.
- Once a request is made, DRC will consult with the employee, supervisor, healthcare provider, and HR as appropriate to make an accommodation determination.



Questions



Workplace Access Contact Information

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DISABILITY
RESOURCES

Resources

Academy to Innovate HR (AIHR)

[12 Inclusive Hiring Practices You Should Implement - AIHR](#)

US Department of Labor – Office of Disability Employment
Policy

[Year Round Employer Strategies for Disability Inclusion
Recruitment and Retention](#)

