

## ACF Inclusive Employment Results

### **1. Tell us a bit about yourself**

- a. Employment Counsellor- 1%
- b. Employment Specialist – 1%
- c. I am a healthcare professional or other aid for a person with a disability- 1%
- d. I am a person with a hidden or invisible disability- 54%
- e. I am a person with a visible disability- 37%
- f. I am the primary care aid for a person with a disability – 2%
- g. Other-2%
- h. Prefer not to say- 1%

### **2. Types of disabilities across the sample:**

- a. Allergies – 1 %
- b. Auto immune- 1%
- c. Neuro impairment- 2%
- d. Chronic conditions- 2%
- e. Hearing impairment- 4%
- f. No disability- 2%
- g. Learning impairment- 4%
- h. Memory Impairment- 1%
- i. Mental Health- 17%
- j. Mobility Impairment- 54.6
- k. Visual Impairment- 4%
- l. Prefer not to say- 2%

### **3. Location based on city:**

- a. Burnaby-5%
- b. Coquitlam- 2%
- c. Delta-1%
- d. North Vancouver-1%
- e. Halifax-1%
- f. Harrowsmith-1%
- g. Langley-1%
- h. Merritt- 1%
- i. Montreal-1%
- j. Nanoose Bay-1%
- k. New Westminster- 6%
- l. Osoyoos-1%
- m. Parksville-1%
- n. Penticton-1%
- o. Port Alberni-1%
- p. Port Coquitlam- 1%
- q. Port Moody-1%

- r. Richmond-1%
- s. Sanaa-1%
- t. Summerland-1%
- u. Surrey- 8%
- v. Vancouver- 29%
- w. Vernon-1%
- x. Victoria- 18%
- y. West Vancouver- 2%
- z. Williams Lake- 1%

**4. What is your current employment status?**

- a. Employed Full time- 21%
- b. Employed Part time- 29%
- c. I am a student- 1%
- d. I am retired- 8%
- e. Other- 12%
- f. Unemployed -Looking for work- 12%
- g. Unemployed- Not looking for work-8%

**5. What is your highest level of education?**

- a. Other- 6%
- b. Bachelors Equivalent- 38%
- c. Highschool- 12%
- d. Masters or equivalent- 9%
- e. Some college or university- 30%

**6. Which best describes your experience level?**

- a. Associate- 30%
- b. Entry-Level- 21%
- c. I do not have any work experiences- 3%
- d. Intern -2%
- e. Mid-level Manager- 21%
- f. Owner- 2%
- g. President CEO- 2%
- h. Upper-level Manager- 8%
- i. Other- 3%

**7. What best describes the industry in which you work?**

- a. Education- 1%
- b. For-profit- 16%
- c. Government- 6%

- d. Healthcare- 10%
- e. I am currently no working- 26%
- f. Non-Profit- 36%
- g. Other- 6%

**8. How many hours per week do you usually work?**

- a. 15-34 Hrs a week- 25%
- b. 35-45 Hrs a week- 22%
- c. I am currently not working- 25%
- d. Less than 15 hrs a week- 21%
- e. More than 45 hrs a week- 5%

**9. Do you feel as though you have equitable access to opportunities for employment in BC?**

- a. Yes-24%
- b. No-76%

**10. Have you experienced or felt any sort of discrimination based on your disability at any stage of the hiring process (e.g., application process, interview, etc.)?**

- a. I don't have a disability- 1%
- b. No- 16%
- c. Not sure- 21%
- d. Yes- 61%

**11. If you answered "Yes" or "Not sure" to the above question, are there any other details or information about this situation you would like to share?**

Responses-

- “Usually before the interview, I'm given ominous back/forth looks between the interviewers and panel and although I'm positive and energetic with answers, I'm often not hired due to my age and mobility concerns.”
- “I have disclosed my disability in the application by disclosing my assistive technology training acquired. I didn't receive any feedback for some of my applications. So I wasn't sure if I wasn't selected due to my disability or my qualification.”
- “Based on having an invisible disability; fatigue, pain, sleeplessness is difficult for potential clients to understand. There is limited employers willing to hire someone who identifies having a disability.”
- “Disclosure is a tricky issue job wise. If I know that disclosing my status will increase my chances for employment because an employer has an active employment equity program. If not I am not likely to disclose.”
- “Several years ago I did feel I was not acceptable and in positions I could not do well at all times. I had to have some income, so continued to seek work and work for as long as possible before being fired or laid off. Over the years, I have

had a lot of healing due to some herbal formulas, other supplements, yoga, etc.”

- “I was told, when I asked for an application at a hiring fair, “We don't have jobs for wheelchairs”; another job, I showed up for my interview, after having identified myself as using a wheelchair, only to see the office was atop a long flight of stairs.”
- “Many job applications include questionnaires that include questions that are not easy to answer for someone who takes things literally or can see many outcomes (autism). Many job postings include requirements that are not related to the job, can be trained on the job, or are not 100% necessary, discouraging people who don't fit those requirements from applying. This excludes a large portion of applicants that could do the job well.”

**12. Have you ever chosen not to apply for a job opportunity out of fear of discrimination due to your disability?**

- a. Yes- 73%
- b. No- 25%
- c. I do not have a disability -1%

**13. Do you believe it is an employee's responsibility to disclose their disability to their employer prior to acceptance of employment?**

- a. Yes- 24%
- b. No-28%
- c. Sometimes- 48%

**14. If you answered "No" or "Sometimes" to the above question, why?**

- a. “If a person's disability is invisible, it's especially important for that individual to let a future employer know IF they will need any adaptations to workspaces, work methods, etc.”
- b. “Although it is the employer's duty to accommodate, they may not hire you if they feel you are not able to fill basic tasks like filing (due to mobility issue; can't bend or stand too long)”
- c. “Employers largely seem to automatically view most disabilities as barriers to being able to do the job. I often don't fit into employers' idea of what 'disabled' looks like, so I can be dismissed as lazy, unstable or otherwise unable to do the job properly if I disclose my disabilities.”
- d. “If the disability prevents doing the job, such as not being able to lift heavy objects or not being able to drive when the job requires it, then it should be disclosed (if the person applies to such a job).”
- e. “I think it should be the employer’s responsibility to learn and have access to a variety of disability related resources to help learn about the types of accommodations people need in the workplace. The employee should be able to disclose when they feel is right depending on their needs and disability status.”

- f. "If it would put the employee at risk, then yes. The employee is responsible for their own safety. However, in many cases I would say no. Because you only should have to disclose the minimum information to ask for an accommodation. Otherwise, the employee has the right to privacy"
- g. "I think that in the realm of good faith and transparency for both parties it is beneficial especially when or if accommodation in the workplace is needed. This is an expense after all to the employer. And it begins the work relationship off in a good way. Albeit I do so after the offer is in hand."
- h. "They do not need to name there disability but be a person with a disability if they working in a disability organization - you can say your access needs without saying what your disabilities are ."

**15. In your opinion, is it an employee's responsibility to make sure their required accommodations can be met prior to accepting employment?**

- a. Yes- 47%
- b. No-17%
- c. Sometimes- 36%

**16. If you answered "No" or "Sometimes" to the above question, please tell us why.**

- a. "In some cases I can presume per the age of the buyilding, etc, if it'll have the basics of my needed wheelchair accessibility. Pewrsonally, I can adapt somewhat to the provided environment (including moving chairs, making space, adjusting procedures)"
- b. "In an ideal world, the burden is taken off of disabled people to go out of their way to ensure that they will be supported in the ways they need to excel at work. It should be a universal part of an employer's onboarding process to ask their newly hired employees what supports they can provide, rather than assuming that everyone can be productive with the same conditions."
- c. "Mostly yes, but sometimes accommodations need to be changed or added over time and renegotiated. Also some employees may feel deceived by employers who overstate their willingness to accommodate and don't disclose the barriers to obtaining them"

**17. Do you have any other comments, personal experiences, or questions you would like to share about the inclusivity of finding and applying to employment opportunities in British Columbia?**

- a. "I feel that it's more of a systemic attitude that needs to be improved; not always the responsibility of the employee to have to justify all the time."
- b. "As an employee for I.A.T.S.E. 891 film local for 20 years, was injured in 2010 with an incomplete quadriplegia. I asked upper management if they were willing to accommodate my disability-they said no! I am unable to work 12 hr shifts, 5-6 days/ wk and they don't care."
- c. "A lot of jobs include statements related to multitasking and high stress in their jobs. This prevents me from applying as I question how well I would be able to function in the job."

- d. "Remote work is an incredibly accessible option for many disabled people; it would be incredible if more employers were willing to evaluate whether a job truly needs to be done on location or can be done from home. More remote positions = more inclusivity. Also, jobs that do require a physical presence would make things so much easier for job-searching disabled folks if it was standard to include accessibility info about their location in job postings."

**18. How long have you been in your current work situation?**

- a. Less than 6 months-12%
- b. 6 months - 1 year-9%
- c. 1 - 2 years-17%
- d. 3 - 5 years-17%
- e. 5 - 10 years-4%
- f. More than 10 years-14%
- g. I am currently unemployed-17%
- h. I am retired-8%

**19. How long have you been in your current work situation?**

- a. No Data

**20. How satisfied are you with your current work situation?**

- a. Very satisfied-22%
- b. Somewhat satisfied-26%
- c. Neither satisfied nor dissatisfied- 2%
- d. Somewhat dissatisfied-13%
- e. Very dissatisfied-10%
- f. I am currently unemployed-21%
- g. I am retired-6%

**21. Do you think your disability impacts how your employer perceives your value at work?**

- a. Strongly Agree-22%
- b. Somewhat Agree-17%
- c. Neutral-17%
- d. Somewhat Disagree-9%
- e. Strongly Disagree-9%
- f. I am currently unemployed-10%
- g. I am retired-5%
- h. I do not have a disability 1%

**22. Does your disability impact your ability to perform job tasks?**

- a. Yes-65%
- b. No-33%

- c. I do not have a disability-1%

**23. Do you or have you found it difficult to maintain employment because of your disability?**

- a. Yes-59%
- b. No-21%
- c. Not sure-13%
- d. I have never been employed-5%
- e. I do not have a disability 1%

**24. If you answered "Yes" to the above, why do you think that is?**

- a. "When I can't fulfill some tasks that involve bending, standing too long, it does impact my employment as employers feel I'm not fulfilling basic job tasks."
- b. "Not having the ability to secure f/t accommodated regular scheduled employment due to my disability and employer not willing to accommodate. Living sustainably and losing benefits while trying new employment is scary."
- c. "Not as many hours available to devote to work, PTSD making some lines of work difficult, physical light labour made more difficult by physical disabilities, jobs which require driving not being available due to not being allowed to drive right now (due to disability), unsure how long per day I can concentrate."
- d. "The chronic and degenerative yet episodic nature of my illness means that the fluctuations in health status are hard to account for and require ongoing monitoring and potential changes. This inconsistency is understandably hard for employers to understand, schedule, and work with."
- e. "Due to my disabilities being invisible and can change drastically from day to day in the past I have experienced employers not believing me due to not being properly educated on the complexities of disabilities."

**25. Are you or have you stayed at a job longer than you wanted to out of fear of not being able to find other employment because of your disability?**

- a. Yes-68%
- b. No-23%
- c. I prefer not to say-4%
- d. I have never been employed-4%
- e. I do not have a disability 1%

**26. In your current or past employment, do you or have you needed workplace accommodations to complete tasks?**

- a. Yes-76%
- b. No-19%
- c. I prefer not to say-1%
- d. I have never been employed-4%

**27. If you answered "Yes" to the above question, what kind of workplace accommodations do/have you needed?**

- a. Modified hours or days or reduced work hours-53%
- b. Modified or different duties-29%
- c. Modified or ergonomic workstation-38%
- d. Working from home-36%
- e. Computer, laptop or tablet with specialized software-10%
- f. Human support- 4%
- g. Adapted infrastructure such as parking, elevators, widened doorways, washrooms, etc-16%
- h. Specialized transportation-6%
- i. Communication aids-2%
- j. Other-6%

**28. In your current or past employment, how comfortable do you or have you felt asking for these needed workplace accommodations?**

- a. Very comfortable-10%
- b. Somewhat comfortable-24%
- c. Neither comfortable nor uncomfortable-9%
- d. Somewhat uncomfortable-22%
- e. Very uncomfortable-21%
- f. I prefer not to say-1%
- g. I have never needed workplace accommodations-10%

**29. If you have asked for workplace accommodations in the past, how well was your employer able to meet your needs?**

- a. My employer accommodated all my needs-16%
- b. My employer accommodated most of my needs-18%
- c. My employer accommodated some of my needs-18%
- d. My employer did not accommodate any of my needs-12%
- e. I have never asked my employer for accommodations-18%
- f. I prefer not to say-5%

**30. Are there any other details or information about your experience asking for workplace accommodations that you would like to share?**

- a. "Asking for accommodations has been difficult since my condition is progressive; my needs are changing and one day is different from another."
- b. "I have always been met with disbelief that I have a disability because they can't see it."
- c. "It's uncomfortable and can make a relationship between employer and employee strained or if you are asking too much or a burden."



- d. "My boss is old school & has a certain image of certain roles in his company; he worries about overtaxing me, due to my disability -- I don't feel his concerns are necessary, but it's not come to a confrontation or conflict."

**31. At work, have you ever felt discriminated by your coworkers and/or leadership due to your disability?**

- a. Yes-59%
- b. No-23%
- c. Not sure-15%
- d. Prefer not to say-3%
- e. I do not have a disability-1%

**32. If you answered "Yes" to the above question, what kind of discrimination did you experience from coworkers and/or leadership in regards to your disability?**

- a. Use of insensitive words, actions or symbols-42%
- b. Lack of representation and diversity-24%
- c. Minimized or disregarded needs-48%
- d. Invasive questions asked beyond what is needed for accommodation-25%
- e. Instances of discrimination were not adequately addressed by leadership-30%
- f. Other-12%

**33. Do you feel that having a disability or requiring reasonable workplace accommodations has ever prevented you from gaining employment opportunities or advancements?**

- a. Yes-60%
- b. No-16%
- c. Not sure-23%
- d. I do not have disability-1%

**34. Have you ever left a work position because of discrimination by coworkers and/or leadership due to your disability?**

- a. Yes-40%
- b. No-48%
- c. Prefer not to say-5%
- d. I have never been employed-5%
- e. I do not have a disability-1%

**35. Are there any other details or information about the treatment you have received from coworkers and/or leadership that you would like to share?**

- a. "Although personal information, was often asked to justify where my disability is and with me not knowing how to answer them would feel segregated and isolated from their discussions."
- b. "Years ago, I was working as an usher for a live theatre. Given my deteriorating night blindness, I have requested to not work at the highest level due to its

dimmed environment. Sometimes my shift supervisor might have forgotten my request and assigned me to work on the top floor. To avoid creating hassle, I chose not to say anything.”

- c. “I was told I needed to prove that I was disabled even when I had not requested ANY accommodations from my employer. I was also forced to resign when I was required to do duties that were not in the job description for the position I was hired for and was unable to do these new tasks due to my physical disabilities.”
- d. “For my invisible disability, discrimination is usually passive and dismissive in nature, I have never been directly bullied or harassed, just made to feel less sufficient and hardworking than peers.”

**36. Do you have any other comments, personal experiences, or questions you would like to share about maintaining employment in British Columbia?**

- a. “I believe that people with disabilities should not have to endure or tolerate negative or toxic employment environments; hence systemic attitudes need to change.”
- b. “There are very few employers willing to give an employee the 'upper hand' by dictating their own duties, hours for their disability. After losing my ability to get accommodated work from I.A.T.S.E. I haven't been able to live sustainably in Vancouver and spent all savings, lost my house trying to live. It' sad and frustrating after 20 years as a member in good standing. A human rights violation. Now, I have to re-invent myself in different lines of work- exhausting.”
- c. “I'm not seeing enough experience with hepoing personswith disabilities at the WorkBC options in my city. I could do a better job, actually; more for others than for myself.”
- d. “I'm looking to contribute to any initiatives that advance the inclusion of disabled workers in the province’s transition towards a greener economy. I would love to get in contact about how I can support your organization in advocating for this. Thank you for continuing to advocate for disabled people.”

**37. How important do you believe the following are in creating an inclusive working environment?**

|                              | Not important | Neutral | Somewhat important | Important | Very important |
|------------------------------|---------------|---------|--------------------|-----------|----------------|
| Diverse Staff and leadership | 2.7%          | 5.3%    | 6.7%               | 36%       | 49.3%          |

|                                                          |      |      |       |       |       |
|----------------------------------------------------------|------|------|-------|-------|-------|
| Accessible workplace infrastructure                      |      | 2.7% | 1.3%  | 22.7% | 73.3% |
| Inclusive language practices                             | 2.7% | 5.3% | 12%   | 37.3% | 42.7% |
| Ongoing opportunities to provide feedback to leadership  |      | 4%   | 5.3%  | 40%   | 50.7% |
| Flexible schedules                                       |      |      | 9.3%  | 58%   | 62.7% |
| Ongoing diversity and inclusion training                 | 1.3% | 4%   | 12%   | 32%   | 50.7% |
| Demonstrated accountability for mistakes from leadership |      | 1.3% | 13.3% | 29.3% | 56%   |
| Embrace of alternative communication tools               |      | 1.3% | 13.3% | 40%   | 45.3% |
| Trust that your opinion is valued and respected          |      | 1.3% | 1.3%  | 30.7% | 66.7% |
| Accommodating reward and recognition programs            | 2.7% | 9.3% | 18.7% | 30.7% | 38.7% |

**38. If we are missing something of importance from the list above, please let us know here.**

- a. "For employers to have open discussions and results around flexible job tasks that would otherwise be easier for someone without the mobility issues."
- b. Giving people with disabilities a chance by providing the right tools to success. What are their specific needs related to their disability?"
- c. "Giving people with disabilities a chance by providing the right tools to success. What are their specific needs related to their disability?"
- d. "Opportunities to work from home, specialized computer software, understanding and compassion in the workplace"
- e. "I think that extra initial prep, planning and organization are underrated necessities in identifying job fit, optimal routines, accommodation needs, adjustment periods, problem-solving strategies, etc it would be so nice to feel more familiar with the environment I will be working in and gain physical assurance and confidence from that."

**39. Do you believe it is an employers responsibility to reasonably accommodate an employee's changing needs at work, even if they were not discussed prior to accepting employment?**

- a. Yes-77%
- b. No-3%
- c. Not sure-20%

**40. Whenever possible, should companies offer work from home opportunities, especially for employees with disabilities?**

- a. Yes-96%
- b. No-0%
- c. Not sure-4%

**41. Do you believe there should be a policy that encourages organizations to employ a minimum required number of employees with disabilities?**

- a. Yes-57%
- b. No-13%
- c. Not sure-29%

**42. What is the number one thing employers can do to ensure their employees feel safe coming forward with inclusivity or accessibility concerns?**

- a. "Making the employee feel welcomed and valued at work"
- b. "Ensure multiple methods of contact are available so an employee can pick the method they are most comfortable with."

- c. "Team talks and positive attitudes; dialogue around person's work values not disability."
- d. "Privacy. - Any disclosure should be kept between the employers and their employees."
- e. "Consistency and commitment to ongoing growth and improvement in inclusivity and accessibility, rather than stopping at meeting minimum requirements."

**43. What is one thing that can be improved for people with disabilities in terms of employment?**

- a. "open communication"
- b. "Have few jobs only for people with disabilities"
- c. "Less discrimination"
- d. "Accommodations becoming regular requests will help tremendously!"
- e. "Allow people to test work capabilities while in receipt of benefits without penalty or forced to feel like a handout. After 2 years of successful work, tax accordingly on any additional earned income."

**44. Do you have any comments, personal experiences, or questions you would like to share about inclusive employer practices in British Columbia?**

- a. "I've often not been hired due to my honesty about my mobility issues and my age which is seen, not heard the number. I'm obviously not younger anymore and I feel I don't have a chance to sell my positive skills and achievements."
- b. "Many people want to work but are afraid of: not being accommodated, losing benefits, working beyond their ability/ means, while still living in poverty. Allow people to work above the poverty level and stop taxing people who earn the least amount. Enabling people with disabilities to succeed without holding them hostage for their benefits."
- c. "Provide an ombudsmnan that is easy to access & who takes a hardline towards employers who discriminate and don't provide REASONABLE accommodations; maybe educate disabled job seekers to only apply for jobs they can actually do"
- d. "Is any of this really going to make a difference? Would money be better spent improving my current PWD income and pulling me out of poverty than spending it on empty policies, promises, and surveys that never change anything anyway?"

**45. Are there any other questions or concerns relating to inclusive employment in British Columbia that you believe should be discussed during our Accessible Community Forum on March 25th, 2022?**

- a. "System attitude; changing how employers and/or staff treat people with disabilities."

- b. "Identify, advertise and highlight companies and government to hire more inclusive, accommodated, well paid positions to people with disabilities"
- c. "Create & post a permanent easy-to-find website providing key information for employers and employees including complaint resolution information/references."
- d. "wage subsidy and lack of job coaching on worksites, lack of standards and training for having job coaches, it is not the same role as a support worker or customised employment"

**46. Are you interested in attending our Accessible Community Forum on the topic of Inclusive Employment on March 25th, 2022? Register today at**

<https://acfemployment.eventbrite.ca>

- a. Yes-39%
- b. No-19%
- c. Not sure-32%

**47. If you indicated "No" or "Not sure", what is your reason? Select all that apply.**

- a. I am not available during the scheduled time-25%
- b. I am not interested in sharing/hearing opinions on this topic-2%
- c. I don't want to commit until I know who the panelists will be-4%
- d. I have attended Accessible Community Forums in the past and did not enjoy my experience-0%
- e. I feel as though my survey answers are sufficient in communicating my needs to the panelists-16%
- f. This topic does not apply to me-0%
- g. Other- 14%

**48. Would you like to be included in future ConnecTra email communications including Accessible Community Forum updates, upcoming ConnecTogether events, news, and more?**

- a. Yes-48%
- b. No-27%
- c. I am already subscribed to the ConnecTra mailing list-25%

