

Empowering Volunteers for Change

Inclusive Community Outreach

Goal for Today



- ❑ Engaging Volunteers w/Disabilities
- ❑ Where to Find Volunteers w/Disabilities
- ❑ Basic Etiquette Tips
- ❑ Develop Easy Access
- ❑ Reasonable Accommodations

Basic Needs for Your Organization

Top 2 Needs:

- Money
- Staff Labor



NonProfits Volunteers



True or False:

- ❑ Non Profits rely heavily on volunteers.
- ❑ Volunteers save organizations money.
- ❑ Volunteers are a valuable resource.

What is the most untapped resource in the U.S.?

People with disabilities:

Represent the single largest minority group seeking employment in today's marketplace.

Are nearly twice as likely as people without disabilities to have an annual household income of \$15,000 or less.

The unemployment rate of people with disabilities is ten times greater than the national unemployment rate, yet many of these individuals have the skills you need.

Engaging Volunteers w/Disabilities

2011 Statistical Facts:

15.6 % – Mississippians w/disabilities ages 21–64

- ❑ 29.2 % – Employed
- ❑ 20.2 % – Veterans w/Benefits
- ❑ 23.3 % – Receive SSI Benefits



Taking a Closer Look from the Field

- ▶ People with disabilities cannot afford to lose their disability benefits.
- ▶ People with disabilities are looking for opportunities that will keep them actively involved in the community.
- ▶ People with disabilities want to give back as with any other individual in their community.

FACT

To remain competitive, you will need to look beyond the traditional labor sources to access skilled, qualified candidates. This includes focusing your recruitment efforts on alternative sources of available job candidates...

Individuals with disabilities.

* Office of Disability Employment Policy



**Where Can Your Organization
Find Volunteers with
Disabilities and Tap Into
This Resource?**

Getting Started



There are a number of resources available to help you get started.

- JAN (Job Accommodation Network), a service of the U.S. Department of Labor Office of Disability Employment Policy – provides information about job accommodations, and the ADA. Contact: 1-800-ADA-WORK or go to <http://janweb.icdi.wvu.edu>
- DBTACs (Disability and Business Technical Assistance Centers) – provides information, training, and technical assistance. There are 10 regional centers around the country. Contact: 1-800-949-4232 or go to www.adata.org/dbtac.html.
- BLN (Business Leadership Networks) – employer led organizations whose missions are to increase workforce and marketplace diversity by including people with disabilities. Go to www.usbln.com

Additional Resources:



People with disabilities can be found in every community.

- ▶ Local Volunteer Centers
- ▶ Disability Organizations
- ▶ Local Faithbased Centers
- ▶ Community Outreach Programs
- ▶ Civic and Other Support Groups
- ▶ Schools, Colleges, and Technical Schools
- ▶ Vocational Rehabilitation Offices
- ▶ Senior Organizations
- ▶ U.S. Veterans Affairs
- ▶ Workforce Recruitment Programs

People with Disabilities are Good for Business

Important Facts to Remember:

People with disabilities :

- Increase productivity
- Enhance Morale
- Increase Loyalty
- Bring Workplace Diversity
- Bring Community Recognition

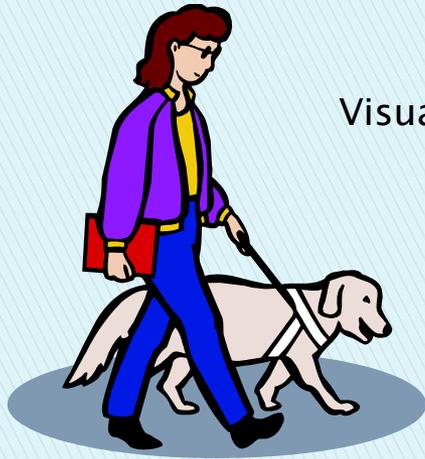
Prepare for the Change

- ▶ Educate Yourself on the Basic Tips
- ▶ Understand your role
- ▶ Get the necessary training
- ▶ Develop A Plan



Basic Tips

Know and understand the basic types of disabilities and learn the appropriate etiquette.



Visual Impairments



Hearing Impairments



Physical Impairments

Cognitive Impairments



Understand Your Role

Develop Easy
Access

Your responsibilities...

Businesses and non-profit organizations are required by the ADA to remove architectural barriers when it is “readily achievable” to do so.

How do businesses and non-profit organizations determine what is “readily achievable”?

“Readily achievable” means “easily accomplished without much difficulty or expense.”

You can evaluate existing barriers to determine if the barrier removal is readily achievable. Determining what is “readily achievable” is made by each business on a case-by-case-basis based on the size and resources of the business.

- ❑ First, facilities should be assessed to determine what architectural barriers exist.
- ❑ Second, document costs and establish barrier removal priorities and timelines.
- ❑ Third, create a “barrier removal plan.”

For more information on barrier removal for small businesses, go to:

<http://www.ada.gov/regs2010/smallbusiness/smallbusprimer2010.htm>.

Further technical assistance is available through the [ADA National Network](#) at 1-800-949-4232.

Get the Necessary Training

ADA Training:

- ▶ [ADA National Network](#) at 1-800-949-4232.
- ▶ <http://adata.org/learn-about-ada>

Reasonable Accommodations Plan

Step 1: Designate a person or persons to address the needs.

Step 2: Create open opportunities.

- ▶ *i.e.: “We are committed to ensuring that our volunteers have full access to our program activities. Please let us know if you need assistance or have accommodation needs.”*

Step 3: Open dialogue regarding request for accommodations.

- ▶ A request for reasonable accommodation is a statement that an individual needs an adjustment or change at work for a reason related to a medical condition. This can be in writing or may be a verbal request.

Step 4: Forward the request to the designated person for processing.

- ▶ Request should be forwarded within 5 business days of the initial request.

Step 5: Begin interactive process to determine what, if any, accommodation is needed.

- ▶ Communication is a priority. Be sure to explain the decision making process to the applicant and keep them informed of the progress.

Step 6: Implement accommodation needs.

Your Volunteers are a Reflection of Your Organization!



Remember:

Great Opportunities

**Empower
Volunteers for
Change**

About the Presenter



Sadelle Sweet

Systems & Special Projects Manager
601.432.6377 ♦ ssweet@ihl.state.ms.us

Volunteer Mississippi