



Lifeworks

A nonprofit serving
people with disabilities

What Are We Afraid Of?

Leaders Disclosing Disability at Work

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The Disclosure Dilemma

Disability and disclosure is much more than a numbers game.

For many people it is a complicated and personal decision.

BIAS

The belief that people without disabilities are superior, and people with disabilities are inferior.



STIGMA

Various forms of segregation, ableist terminology over time, and artificial barriers.



FEAR

Though 1:4 people in the US have a disability, fear is often the primary reason for non-disclosure.

SUPPORT

People with and without disabilities need to be supported in a changing workplace.



INNOVATION

Finding comfort in creating solutions to challenges you may never considered.



TRUST

Actions speak louder than words. Trusting employees show up, perform well, and stay longer.



Power & Privilege: Disability Leadership

A relatively recent phenomenon, business leaders from around the world are disclosing their disability. Executive disclosure could be a critical step in widespread acceptance of disability discussions at work.

INTELLIGENT

As many as 33% of students with a learning disability are considered **gifted** as well.

AUDACIOUS

Specifically in leadership roles, the **audacity** to take risks can be critical for success.

CREATIVE

A creative advantage for some is the ability to understand or process information **differently**.

RESILIENT

Many people with a disability face unnecessary **barriers** daily, including bias and discrimination.

Propelling Potential

Address unnecessary barriers that are in the way,
and intentionally provide opportunities for professional advancement.



REPRESENTATION



DIRECTION



INNOVATION



COMMUNICATION

Getting it right means committing to the journey not a destination.
Increasing and amplifying voices, determining goals together, working
towards solutions and continuing to constructive conversations.

WorkLife™

Traveling Exhibit

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The Next Generation All Applications

"It took me two years to find a job here
was turned down a lot. Finally, you. You
have my references. You don't have any
experience. You're disabled. What can I do?

Now Aracelis works in retail where she'll
customers by entering payments, placing
orders, organizing merchandise, and all
assistance with clothing selection.

Neurodiversity
Neurodiversity is the concept
that humans don't
come in a one size
fits all. Neurodiversity
"normal" people.
Neurodiversity is a
concept that all
neurotypes are
valuable and that
neurodivergent
people are not
deficient. It's a
way of thinking
that recognizes
the unique strengths
and challenges of
neurodivergent
people.



"I didn't
know people
with autism
could be so
awesome. I
was that
lame guy in
the back of
the class."

Aracelis came to work here
because she was looking for a
place to work where she could
use her skills. She was looking
for a place where she could
be part of a team. She was
looking for a place where she
could be herself. She was
looking for a place where she
could be happy.

"I appreciate my disability"
Aracelis is a woman with a
disability. She is a woman
who is proud of her disability.
She is a woman who is
happy to be different. She
is a woman who is
proud to be a part of the
team. She is a woman who
is happy to be herself.

Get In Touch



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