

SEED

*State Exchange on Employment & Disability
Advancing Policy for a More Inclusive Workforce*

Inclusion Works: Strategies for Establishing States as Model Employers of People with Disabilities

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Advancing Policy for a More Inclusive Workforce*



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Department of Labor

Introducing SEED

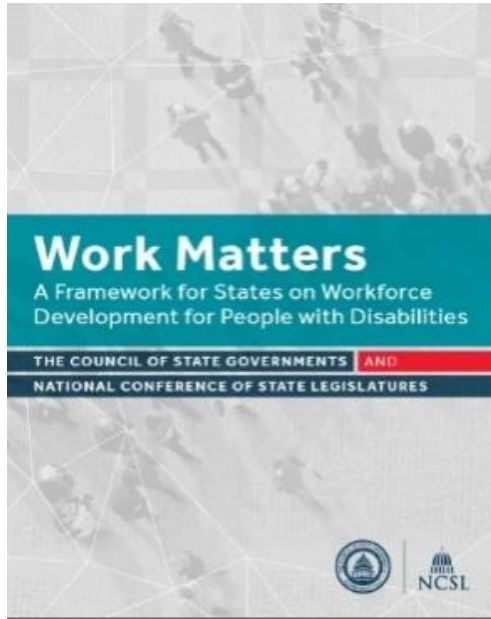
- ✓ Initiative funded by the U.S. Department of Labor's Office of Disability Employment Policy
- ✓ Goal: Foster a nationwide workforce more inclusive of people with disabilities
- ✓ Readies organizations that represent state policymakers to respond to disability employment and workforce development requests and inquiries



SEED as a Resource

- ✓ Disability employment policy and subject-matter expertise
- ✓ Targeted policy analysis and assistance to state and local policymakers (research, state gap analyses, draft legislation)
- ✓ Tools and resources designed to assist state policymakers in crafting and sponsoring effective policies
- ✓ Sample policy options that states can customize and advance within their own legislatures
- ✓ Access to meaningful data on disability employment and related issues
- ✓ Connections to federal agencies, as well as national community, advocacy and business organizations

Policy Assistance Resources



- ✓ **Work Matters: A Framework for States on Workforce Development for People with Disabilities**
 - ❖ DOL.gov/agencies/odep/state-policy/work-mattersSEED.CSG.org/work-matters
- ✓ **The State as a Model Employer of People with Disabilities**
 - ❖ SEED.CSG.org/wp-content/uploads/2022/07/Accessible-Final_SAME_SEED_Report.pdf
- ✓ **Stay-at -Work/Return-to-Work State Policy Toolkit**
 - ❖ SEED.CSG.org/wp-content/uploads/2020/06/seed_report_issuu.pdf
- ✓ **Mental Health Matters: Policy Framework on Workforce Mental Health**
 - ❖ NCSL.org/labor-and-employment/mental-health-matters-policy-framework-on-workforce-mental-health
- ✓ **State Employment Policies for Veterans with Disabilities**
 - ❖ NCSL.org/military-and-veterans-affairs/state-employment-policies-for-veterans-with-disabilities



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Policy Options for State as a Model Employer of People with Disabilities

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Today's Speakers



Jade Gingerich

Director of Employment and Transition
Policy, Maryland Department of
Disabilities



Jonathan Taylor

Executive Director, Arkansas
Governor's Council on Developmental
Disabilities



Josh Winkler

Senior Advisor to Colorado Lieutenant
Governor Dianne Primavera

Jade Gingerich

Director of Employment and
Transition Policy

Maryland Department of Disabilities

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Maryland

DEPARTMENT OF DISABILITIES

Key strategies for SAME

- Data driven, not just good intentions
- Leverage internal and external partners
- Be proactive and explicit
- Build capacity
- Be creative
- Remove barriers
- Be patient and persistent





State as a Model Employer Colorado's Efforts

Josh Winkler

Disability Comes in Many Forms



NOT EVERY
DISABILITY
IS VISIBLE

Leadership Matters

- **Executive level leadership is important to initiate state model employer efforts**
- **Management level leadership is critical for implementation**
- **Staff level leadership is needed for long-term success**

Disability Intersectionality

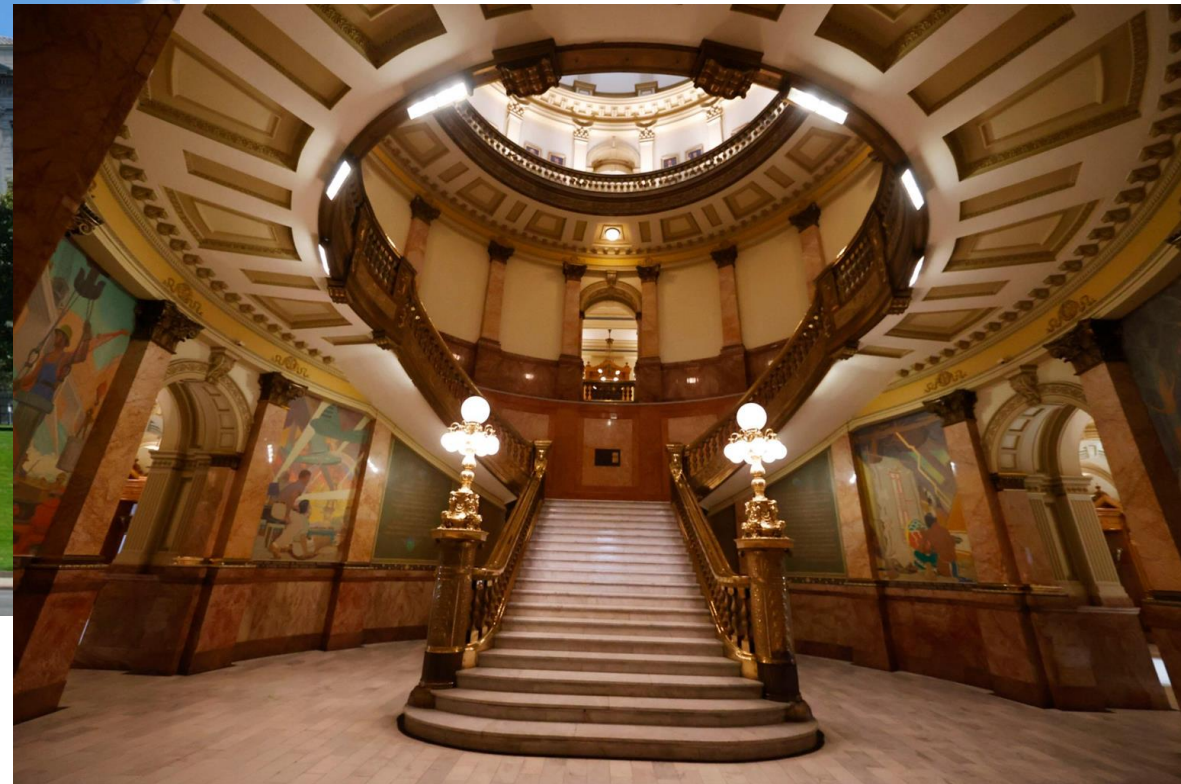


COLORADO

Lt. Gov. Dianne Primavera

- **Executive Orders set the tone**
 - **Colorado Executive Order [D 2020 175](#) on Equity, Diversity, and Inclusion included specific requirements for accessibility**
 - **Colorado Executive Order [D 2022 015](#) required a transition to skilled based hiring for most state positions**

How You Present the State Matters



Executive and Legislative Action

- **Legislative and budget actions are necessities**
 - A hiring preference pilot was established in through [SB21-095](#)
 - [HB21-1110](#) requires accessible digital technology for state and local government
 - A State as a Model Employer position was created through a budget action
 - A State ADA Coordinator and Accommodations fund were created through a budget action

Executive and Legislative Action

- **Colorado Disability Opportunity Office (CDOO)**
 - Established through [HB24-1360](#)
 - **Goal is to:**
 - **Continue the state's efforts to create opportunities for Coloradans with disabilities**
 - **Bring state agencies together to identify barriers to opportunities and work collectively to address them**
 - **Collaborate with disability advocates on cross-agency work**

Easy Access to Reasonable Accommodations

REASONABLE ACCOMMODATION



Physical



Developmental



Speech



Sensory



Visual

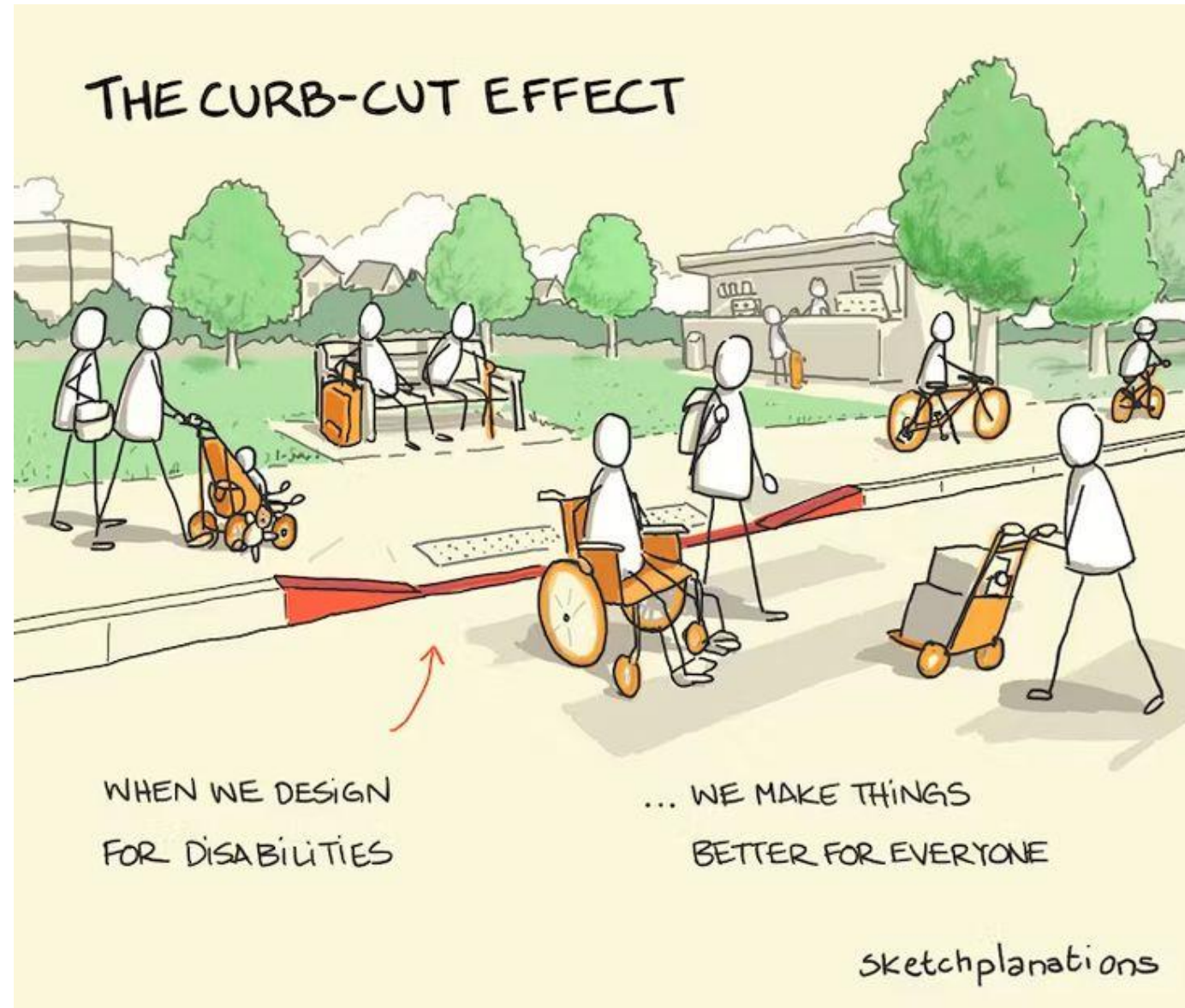


Mental

Beyond One Administration

- **Changing culture is a long game**
- **Hiring managers and HR staff have influence on policies and procedures that impact the hiring of people with disabilities**
- **People are attracted to jobs where they see people similar to themselves**

A Rising Tide Lifts All Ships



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Jonathan Taylor
Executive Director,
Arkansas Governor's Council on
Developmental Disabilities



Questions?

Contact SEED

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