

4 Steps to Understanding Your Team's Concerns with Inclusive Hiring

If you, or your team, is hiring someone with a disability for the first time – or considering doing so – it is important to understand what concerns your team might have so you can proactively address them. By creating the right atmosphere for open, honest conversation, and asking the right questions, you can mitigate future challenges that may arise based on a lack of understanding or comfort.

1. Setting the Stage

It's important to create a comfortable and safe space for managers and team members to ask questions and be honest about any concerns they might have. It may be helpful to find common ground by sharing that this is a new experience for everyone involved. Some questions that might be helpful:

- a) What makes you most nervous about hiring someone with a disability?
- b) What do you fear the most?

2. Myth Busting

As managers and team members ask question and share their concerns, it is important to acknowledge the way they are feeling, and then present them with facts that might help alleviate their concerns. This link might be helpful in talking through [common questions and misconceptions](#)¹.

3. Peer To Peer Influence

Having a peer who has been in their shoes to touch on their experience can be helpful in alleviating the fear of the unknown. It is important that the peer describes their authentic experience, including what went well and what was challenging.

4. Being Vulnerable

If you're comfortable doing so, showing your own vulnerability, or sharing your own journey of understanding can help level the playing field for people experiencing this for the first time.

Link Reference:

¹ Common Questions and Misconceptions:

<http://www.accessibleemployers.ca/wp-content/uploads/2017/12/FAQs-and-Misconceptions-Final.pdf>