Research in Disabilities Education Synthesis Project

What STEM Employers Need to Know

SOLUTIONS START WITH A CULTURAL SHIFT

- Adopting socio-cultural models
- Examining our language usage
- Adopting Universal Design

More information about the RDE Synthesis Project is found at...

http://oeie.ksu.edu/rde-sp/

Developed by the Research in Disabilities Education Synthesis Project (RDE-SP)

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Challenges

- Perceptions of the capabilities of people with disabilities
- Accessibility of physical spaces
- Easy or public access to accommodation tools
- Recruitment of individuals from a small STEM population

Recruiting

- Ability Jobs http://abilityjobs.com/
- EARN http://www.askearn.org/
- The Sierra Group http://recruitdisability.org/
- Workforce Recruitment Program https://wrp.gov/
- WRP public sector http://wrp.jobs/employers/

Hints & Tips:

- Ensure your facility utilizes universal design and promotes accessibility
- Build trusting and respectful relationships amongst staff and employees
- Promote disabilities and accessibility professional development for all employees
- Be aware that people with disabilities can succeed
- Network, collaborate, and utilize all resources available
- Facilitate the development of an access center within your Human Resources department
- Persist in efforts with staff and employees on maintaining an inclusive, accessible and supportive work environment

Resources

- Disability & HR: Tips for Human Resource (HR) Professionals (2015) http://www.hrtips.org/
- Hiring People with Disabilities http://www.dol.gov/dol/topic/disability/hiring.htm
- Hiring People with Disabilities (US Small Business Administration) https://www.sba.gov/content/hiring-people-with-disabilities
- Institute for Accessible Science www.stemedhub.org/groups/iashub
- National Center on UDL http://www.cast.org
- Sevo, R. *Basics about Disabilities in Science and Engineering Education.* Free at www.lulu.com
- The Center for Assistive Technology and Environmental Access (CATEA) http://catea.gatech.edu/