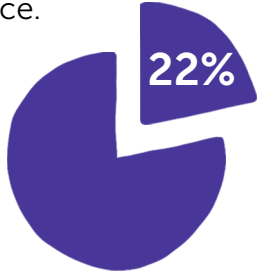


Only **22%** of people with intellectual disabilities in Canada report having employment experience.



Statistics Canada, 2012



Most **"Diversity & Inclusion"** policies in Canada don't specifically talk about people with intellectual disabilities (self-advocates).

Self-advocates want **inclusive employment**.



That means people with and without disabilities working together, getting paid the same amount for the same kind of work.

Inclusive and accessible employment benefits **everyone**.

We asked self-advocates, employers and employment specialists:

"What makes employment inclusive and accessible for people with intellectual disabilities?"

Everyone said that **Education, Communication, and Resources** are the three main ways to improve inclusive and accessible employment.

Self-advocates said **workplace relationships** are a top priority for creating inclusive and accessible workplaces.

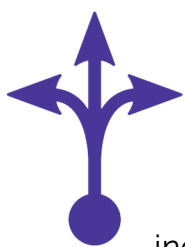


Self-advocates agree that co-worker **attitudes & assumptions** make a big difference.

Negative assumptions make things harder.



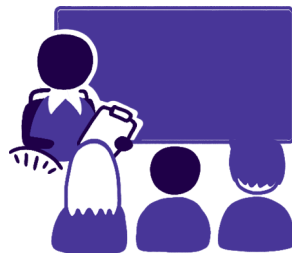
Positive attitudes make work more welcoming, inclusive and accessible.



Self-advocates value employers who are **flexible**.

Employers who change their workplaces practices to meet individual needs create more inclusive and accessible workplaces.

Self-advocates want to be involved in designing and leading **education** about inclusive and accessible employment.



Everyone agreed that the **quality** of employment supports matters.



Underuse, overuse, or misuse of employment supports can create barriers to inclusive, accessible employment.