



‘Do not write me off’

**Featured Speakers: Ann Divine &
Professor David Divine**



The Evolution of Inclusion Webinar Series

MentorAbility Canada

Diverse workforces are strong workforces!

CASE: supporting our member organizations to increase employment inclusion for Canadians who experience a disability

MentorAbility: national initiative - enhancing the economic and social well being of people experiencing a disability - increasing access to mentoring opportunities and labour market integration

- Supporting employers - increasing their knowledge around inclusive workforce



Featured Speakers ...



Professor David Divine

Managing Director, Footprint Life Coaching
www.footprintlifecoaching.com



Ann Divine

CEO, Ashanti Leadership & PDS
www.ashantileadership.com





Unconscious Bias towards people with varied abilities

Ann Divine, Ashanti Leadership & PDS | David Divine, Footprint Life Coaching | November 26th 2020





Land Acknowledgement

We are invited to acknowledge the Mi'Kmaq people on whose unceded land we reside, and the nations across Canada in whose presence we sit today.

We acknowledge that we are all Treaty People, and we are responsible to treat each person with respect and dignity.

“Most of us believe that we are fair and equitable, and evaluate others based on objective facts. However, all of us, even the most egalitarian, have implicit biases - also referred to as unconscious biases or implicit social cognition.”

American Bar Association Commission on Disability Rights





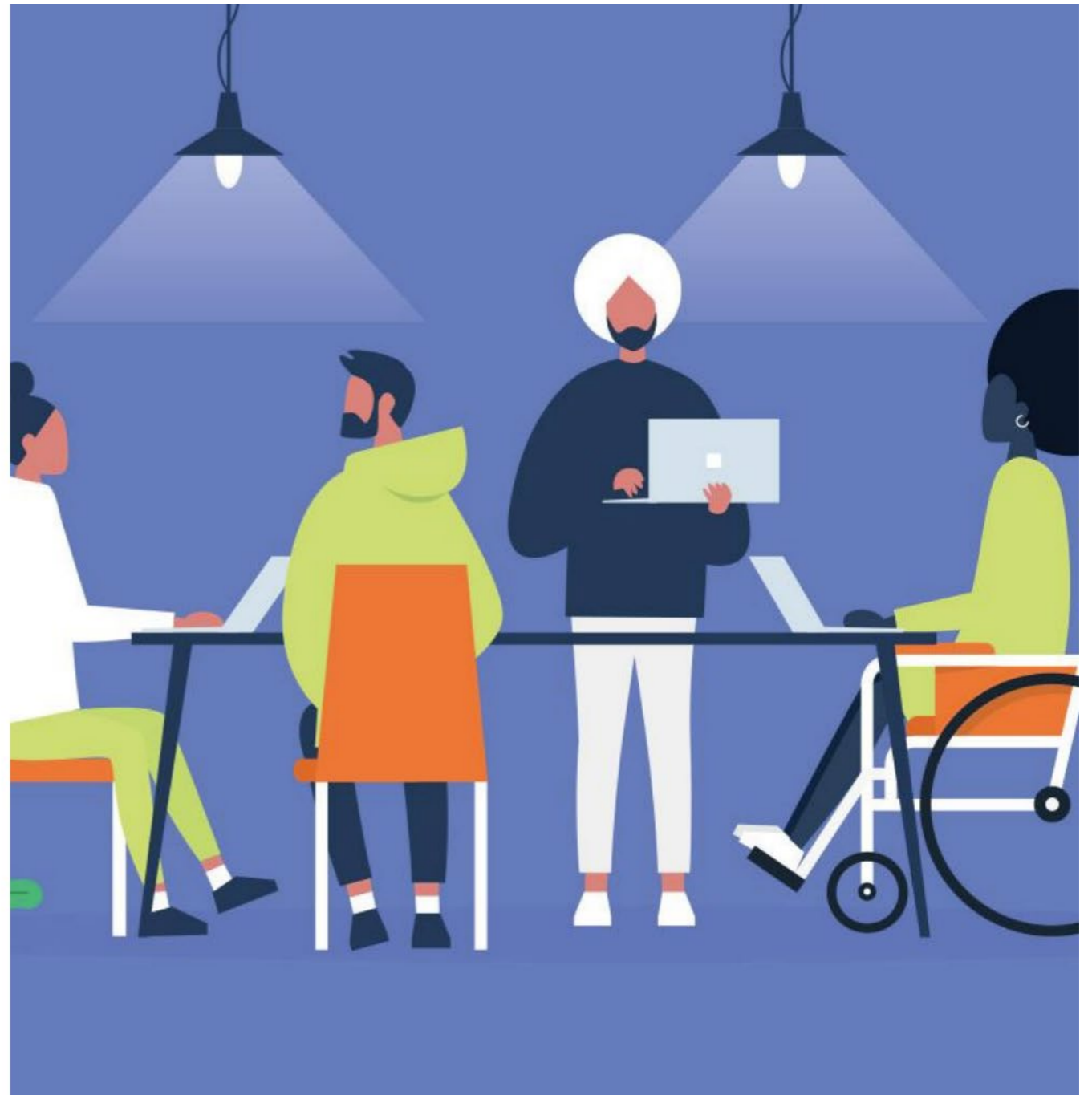
Understanding Unconscious Bias

Where do biases come from?

What are the harmful impacts of unconscious bias?

How are people with varied abilities impacted by unconscious bias?

**How can we reduce
unconscious bias
towards people with
varied abilities?**





Professor David Divine

Being seen by others as I am.
My authentic self.
Unapologetically me.

The World Health Organization states that the International Classification of Functioning, Disability and Health (ICF), defines disability as an umbrella term for impairments, activity limitations and participation restrictions. Disability is the interaction between individuals with a health condition (e.g. cerebral palsy, Down syndrome and depression) and personal and environmental factors (e.g. negative attitudes, inaccessible transportation and public buildings, and limited social supports).

(Disability and Health, January 18, 2018)

On 5th March 2007, I was hit by a speeding, out of control car on the sidewalk.

On arrival at the emergency department of Queen Elizabeth II Hospital it was noted that 'Mr Divine's initial Glasgow Coma Scale (GCS) score was indicative of a severe traumatic brain injury'.

The expectation was that I would not survive the damage caused by the accident.

Road to recovery

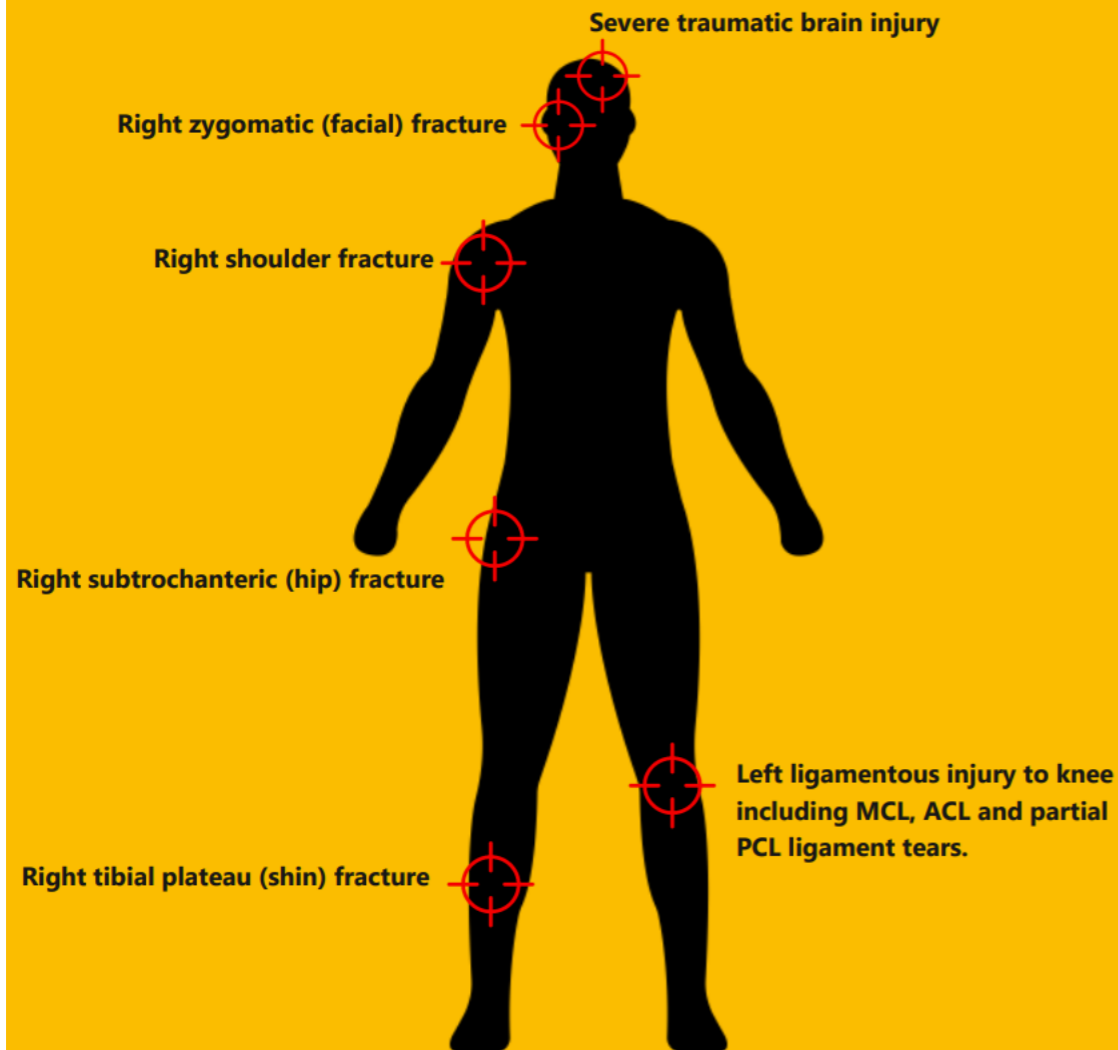
Further surgery was undertaken after discharge on the left anterior cruciate ligament (ACL) tear.

Three months spent at the Nova Scotia Rehabilitation Centre (NSRC).

Learnt how to speak, read and walk again.

Lasting effects of reduced vision abilities and short-term memory loss.

Retired as the James Robinson Chair in Black Canadian Studies and Professor of Social Work at Dalhousie University.



Do not write me off



I have not given up on myself. You have no right to write me off.



Dealing with other people's perception of who I am now and will be.



Accepting my new limits and cherishing what I can do and aspire to.



Take responsibility and create your own future!

Introducing...

The HR Inclusive Policy Toolkit



www.supportedemployment.ca/hrtoolkit



Upcoming Webinars ...

Join Wanda Deschamps on December 10th • 12pm - 1pm EST



Neurodiversity: A Workforce Asset

- Explore the IDEA employment strategy
- Discuss recruitment and retention



Canada



www.supportedemployment.ca/mentorability-webinar-series