

Does your organization or an organization you know include individuals with disabilities in the workplace?

GKCBLN DisAbility
CHAMPION

2015 DisAbility Champion Application



Join us on October 22, 2015 at the [Kauffman Foundation Conference Center](#) as we celebrate outstanding achievements in disability inclusion and employment at the sixth annual recognition luncheon.

Application Deadline – Thursday, September 10, 2015



Application Process:

1. Complete the application and email to admin@gkcbln.org along with supporting documents.
2. Use the new [Disability Equality Index](#) (DEI) survey from USBLN to help guide your way.
3. If you know of a company who deserves consideration, reach out to them and direct them to gkcbln.org to apply.

Those recognized will be selected based on their ability to demonstrate inclusion of individuals with disabilities beyond required government regulations.

Organization Information					
Organization Name:		Organization Industry:			
Organization Address:					
Organization Website:		Employee Size in KC:	<input type="checkbox"/> 10-99	<input type="checkbox"/> 100-499	<input type="checkbox"/> 500+
Contact Information					
Name:		Title:			
Email:		Direct phone:			

1. Disability is a part of your overall diversity efforts.

Rating: (5 is High, 1 is Low) 5 4 3 2 1

Best Practice Indicators (for reference purposes)

- *The term "disability" is specifically mentioned in any diversity/inclusion materials*
- *Applicants with disabilities are actively sought out in recruiting efforts*
- *HR staff /supervisors receive training on effectively interviewing candidates with disabilities*
- *Work with agencies or advocacy organizations that promote employment for people with disabilities (i.e. recruitment, training, accessing disability employment resources/support)*

Please explain why you rated at this level in 250 words or less and provide documentation to support your answer:



2. Your workplace is an inclusive environment for employees with disabilities.

Rating: (5 is High, 1 is Low) 5 4 3 2 1

Best Practice Indicators (for reference purposes)

- Disability is included in all internal diversity/inclusion training
- A formal process is in place for accommodations
- Accommodations are available for employee training/skill development programs (i.e. braille/large print, accessible locations, interpreters, etc.)
- Employees with disabilities are included in formal and informal activities (i.e. celebrations, company sports teams, community service activities, etc.)

Please explain why you rated at this level in 250 words or less and provide documentation to support your answer:

3. Overall commitment to disability outreach efforts in addition to recruiting and hiring.

Rating: (5 is High, 1 is Low) 5 4 3 2 1

Best Practice Indicators (for reference purposes)

- Marketing materials and other promotional efforts feature people with disabilities
- Customer service training and practices include serving customers with disabilities (i.e. communication, accommodations, alternative format materials, accessibility considerations)
- Company leadership demonstrates strong commitment to disability employment and customer service efforts

Please explain why you rated at this level in 250 words or less and provide documentation to support your answer:



4. Please share examples of how your disability employment efforts have benefited your business in 250 words or less.

Examples might include but are not limited to the following:

- *Increased productivity through creativity, accommodations that benefit all, innovation, etc.*
- *Accessing new markets or business opportunities*
- *Reduced hiring and training costs, increased retention*
- *Enhanced workplace culture*

This recognition is open to all for-profit and non-profit employers. Companies providing direct services to individuals with disabilities are not eligible. Application materials submitted will be kept with BLN for selection of the champion(s) and will not be further shared without company consent. Selected champion(s) will be shared publically in a press release and on social media.