

Building Disability Smart Organisations



Resource Groups Podcast featuring
George Selvanera
Hosted by Dr. Jonathan Ashong-Lamptey

Who is
George Selvanera ?

George provides
strategic advice for
organisations working
to become more
inclusive

George has worked to influence legislation for the Central Government of Papua New Guinea

George was the
Director of Policy,
Services and
Communications at
Business Disability
Forum

Top 10 items covered

TOP TEN ITEMS COVERED

#1. Why the language of ability is crucial within the workplace

TOP TEN ITEMS COVERED

#2. Building Disability Smart organisations

#3. The common mistake
made when managing
people with disabilities
in the workplace

TOP TEN ITEMS COVERED

#4. The social model of disability is what should be applied at work

TOP TEN ITEMS COVERED

#5. Why it's important to focus on what people can do, not what they can't

#6. The debate about the
use of the term
“disabled person” vs
“people with
disabilities”

TOP TEN ITEMS COVERED

#7. The number one reason for the successful retention of people with disabilities within the workplace

TOP TEN ITEMS COVERED

#8. Features of outstanding disability smart organisations

TOP TEN ITEMS COVERED

#9. The compelling reason why managing disabilities should be of interest to each and every one of us

TOP TEN ITEMS COVERED

#10. The embassy model
for employee resource
groups

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. It's useful to focus on what people can do, not what they can't do

TOP TEN TAKEAWAYS

#2. The language of ability is crucial when we're talking about the workplace

#3. Inclusive organisations are more likely to retain people with disabilities

TOP TEN TAKEAWAYS

#4. Ageing is a synonym for increased levels of disability and health conditions

TOP TEN TAKEAWAYS

#5. The best in class employers want to recruit and retain the best talent from the widest possible talent pool

TOP TEN TAKEAWAYS

#6. There are great examples of Disability Smart organisations out there

TOP TEN TAKEAWAYS

#7. The business case for diversity can be a distraction when considering people with disabilities

TOP TEN TAKEAWAYS

#8. Managing disabilities
in the workplace should
be of interest to
everyone

TOP TEN TAKEAWAYS

#9. Managing workplace adjustments should not be the exclusive domain of occupational health

TOP TEN TAKEAWAYS

#10. There is always
more to learn and
contribute

Top 3 Quotes

TOP THREE QUOTES

“If I give a blind person who reads braille, a book in braille, they’re not disabled ”

TOP THREE QUOTES

“The right focus is looking at what people can do, not what they can’t.”

TOP THREE QUOTES

“Ageing is a synonym for increased levels of disability and health conditions”

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. How can you introduce the language of ability into your organisation?

TOP THREE ACTION ITEMS

#2. How can you focus on what people can do instead of what they can't?

TOP THREE ACTION ITEMS

#3. How are your employee resource groups being used by people with disabilities?

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you think is useful**

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