

# Accessibility and employee well-being

EARN Conference

# Why value well-being

- Employees feel a sense of purpose and belonging<sup>1</sup>
- Higher job satisfaction, loyalty, and engagement<sup>1</sup>
- Minimizes burnout
- Organizations are 3.5 times to encourage creativity and innovation<sup>2</sup>

(Gill, 2022<sup>1</sup>; DataDots Team Powering, 2023<sup>1</sup>; Stephen, 2010<sup>2</sup>)

# Accessible environments and quality of life



# Accessibility and well-being

Accessibility

+

Well-being

=

Quality of  
life

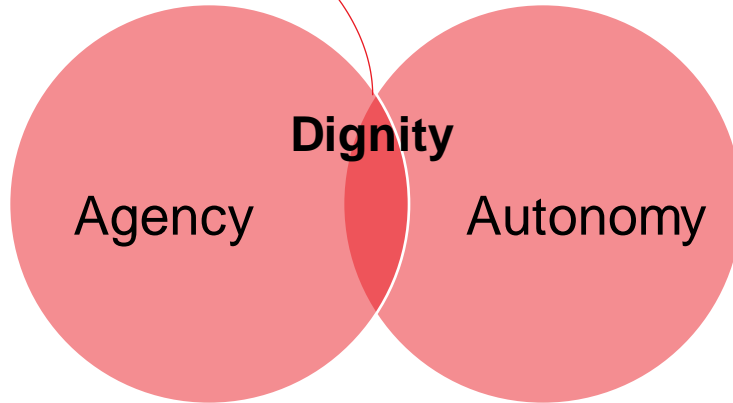
Creating environments and opportunities where people have the choice to fully participate

State and perception of health, happiness, and prosperity

# Unlocking human dignity

Worth and value of every human being, regardless of background, abilities, or circumstances.

Processing of the human experience

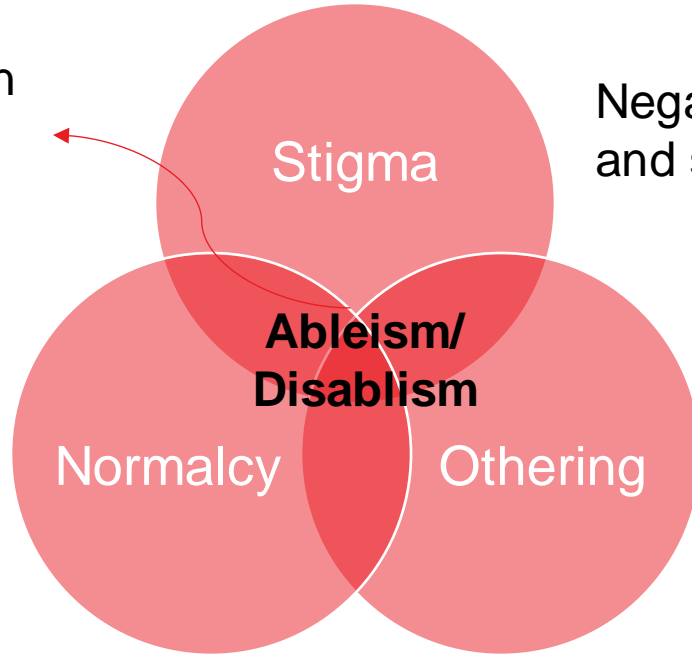


Freedom to make decisions and act independently

# Denying human dignity

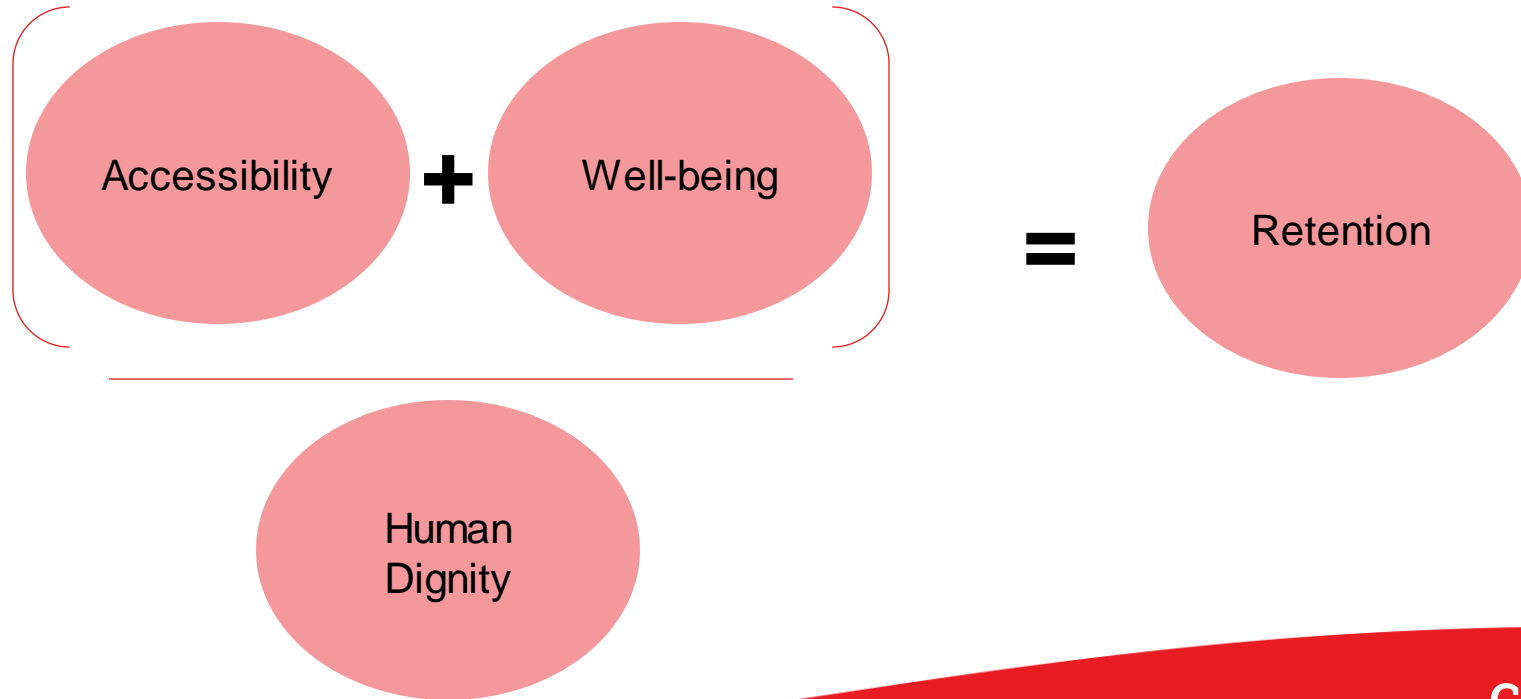
Valuing ability and devaluing differences in ability.

Negative attitudes, beliefs, and stereotypes



Comparison to the “ideal individual”.

# Accessibility, wellness, and well-being



# Reflection and Discussion

- What are the potential benefits of prioritizing employee wellness
- How can promoting accessibility and wellness initiatives contribute to attracting and retaining a talented workforce?
- Can you share any personal experiences or observations of how accessibility and wellness initiatives have positively impacted employee retention in your organization?

# Thank You



# An opportunity

- 80% of individuals with disabilities were not in the labor force in 2020
- 80-90% of persons with disabilities of working age are unemployed in developing countries
- In industrialized countries, this figure is between 50% and 70%.

