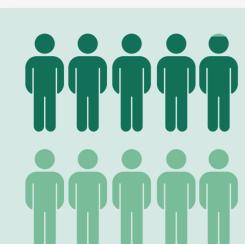
EMPLOYMENT SUPPORTS FOR RACIALIZED DISABLED WORKERS

WHAT WE KNOW



Estimates from Statistics Canada (2020) indicate that among racialized disabled individuals between the ages of 25 to 64 years, 49.9% have the potential to work but are currently unemployed, highlighting an urgent need to better understand the intersectionality of race and disability in the context of employment supports.*

WHAT WE DID



LITERATURE REVIEW

We reviewed the existing international literature on race and disability within employment supports or vocational rehabilitation programs.



QUALITATIVE RESEARCH

We interviewed key stakeholders about their experiences, including employers, employment service providers and racialized disabled job seekers.

WHAT WE FOUND



Racialized disabled job seekers and workers often encounter employment barriers

NEED FOR INTERSECTIONAL SUPPORT

unique to their intersecting identities. Support systems that do not adapt to these needs are less effective.



TRAINING GAPS

Service providers need increased training and resources to understand and address the

combined impact of race and disability on employment outcomes.



SYSTEMIC ISSUES

Organizational policies often fail to account for the lived experiences of underrepresented populations, reinforing social and structural inequities.

WHAT IT MEANS

FLAWED STANDARDIZED SUPPORT SYSTEM Employment support systems that help people find

and keep jobs, and advance their careers are standardized, limiting their responsiveness to individual needs. This rigid approach overlooks the complex barriers faced by individuals who experience the combined effects of both racism and ableism, resulting in lower employment opportunities and reduced job quality.

Economic opportunities are lost by excluding job seekers and workers with

LOST ECONOMIC OPPORTUNITIES

intersecting identities. Diverse teams drive productivity, foster innovation, and bring unique perspectives that lead to better problem-solving and decision-making.

DISCRIMINATION ON MULTIPLE FRONTS Racialized disabled workers experience

discrimination on multiple fronts, which creates unique barriers. Without intersectional support, employment programs fail to address the real-world, compounded impacts of both race and disability, which contribute to lower job quality, reduced job security, and fewer advancement opportunities.

Service providers often lack training to address

LACK OF TRAINING

the combined impact of race and disability, leading to inequitable support, and reducing employment opportunities.

RECOMMENDATIONS



Develop employment programs that directly address the combined impacts of racism and ableism. Employment support services must be adaptable through assessing and providing personalized career coaching, mentorship, and accommodations that reflect

FLEXIBLE, PERSONALIZED SUPPORT

both racialized and disability-related needs.

Educate service providers on the nuanced and intersectional impacts of both racism and



ableism to deliver more effective, respectful, and culturally aware services. Use real-world case studies, experiential learning, and direct input from racialized disabled workers to improve understanding.

ENHANCED SERVICE PROVIDER TRAINING

POLICY REFORMS

Develop employment policies that foster equitable access to supports for meaningful and

sustainable employment for racialized disabled individuals. Push for stronger enforcement of



outcomes.

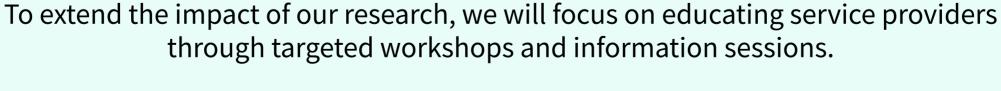
existing employment equity laws, with clear accountability measures for organizations.

CONCLUSIONS

intersectional needs of racialized disabled workers. Implementing flexible, personalized approaches and addressing systemic barriers will pave the way for more equitable and sustainable employment

To foster an inclusive workforce, it is critical that employment support systems evolve to meet the

NEXT STEPS



through targeted workshops and information sessions.



provide actionable strategies to improve employment supports.

These sessions will equip them with

key insights on the barriers faced by

racialized disabled job seekers and



services.

By fostering dialogue and practical

inclusive and effective employment

knowledge gaps and drive more

learning, we aim to bridge

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*Learn more at https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2020086-eng.htm