



## **WorkAbility Inc. Supported Employee Steering Group Charter**

### Description

The Supported Employee Steering Group is the ‘conscience’ of WorkAbility Inc. Its members live with a disability and so bring deep personal insight and real-life experiences to the table. WorkAbility’s innovative business practices, policies, procedures, and philosophy will be continuously guided and monitored by this group to ensure the best possible employment outcomes for everyone.

### How the Supported Employment Steering Group will shape and benefit our organizational culture.

- Provide unique insight to encountering and overcoming traditional challenges to successful employment. (e.g., experiences with bureaucratic entities like VR, APD, CareerSource, community providers).
- Promote and monitor an ethical, culturally sensitive, nonjudgmental, non-threatening work environment.
- Recommend a range of best practices and strategies based on personal experience and what works. These might include the areas of transportation, assistive technology, coordination of benefits and earnings, employer misconceptions about the disability community, personal supports,
- Advise the work of educators, therapists, and rehabilitation professionals to ensure employees have full access to innovative, field tested curriculums, career training, acquisition of meaningful work and culturally sensitive social skills., ongoing educational opportunities and direct work experience.
- Offer educational classes/ seminars, podcasts etc. to support and inform individuals and families interested in the WorkAbility experience. Network its activities using social and other media platforms.
- Encourage a culture of supporting individuals living with traditionally underserved disabilities (e.g., significant physical and/or intellectual challenges, hard of hearing, mental, substance, emotional health).
- Advise on operating areas that directly impact the employee (e.g., interviews, hires, terminations, application process, conflict resolution, workflow, quality assurance, product mix, marketing, accessibility, wage structure, role of volunteer versus paid employee.)
- Based on personal experience, review and suggest recommendations for relevant areas of WorkAbility operating budget, operating policies and procedures, employee handbook and HR policy.
- Promote and educate the dual nature of a supported employment social enterprise, eco-friendly business successfully impacting people and the planet.