

DISABILITY CAFÉ

Graduate Recruiter's Disability Café
Wednesday 5th June, 2013

CAFÉS • SEMINARS • FORUMS

for open discussion

Introduction & Context

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The 10th Disability Café for Graduate Recruiter's took place on the 5th June when 40 delegates came together to discuss inclusive recruitment. Whilst all aspects of recruitment were discussed, a specific focus was given to the human interactions that take place between the applicant and those involved in the resourcing process.

Helen Cooke, Director of My Plus Consulting & Founder of the Graduate Recruiter's Disability Café Club, welcomed the delegates and talked about the real meaning of 'inclusive recruitment'.

Helen highlighted the need to take an in-depth look at the challenges and unintentional barriers faced by applicants with a disability as they navigate recruitment processes. Delegates were reminded that to ensure a process was inclusive they had to go way beyond accessible websites, alternative formats and additional time .

The delegates were also introduced to **Doug Cameron** of Grasshopper Design who would be creating a graphic recording of all discussions and conversations.





Getting started...

Getting started....

Helen started the delegates thinking about the afternoon's subject by asking them to write on the white table cloths a few words about what they wanted to get out of the day's event.

Objectives included:

- Understanding what best practice looks like, and how you can go beyond this.
- How we can improve what we do to get more talent on board.
- Understanding what the 'human' barriers are.

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Our guest speakers...

Becky Coleman

Becky, who has first hand experience of disability, shared her experiences of navigating various application and recruitment processes.

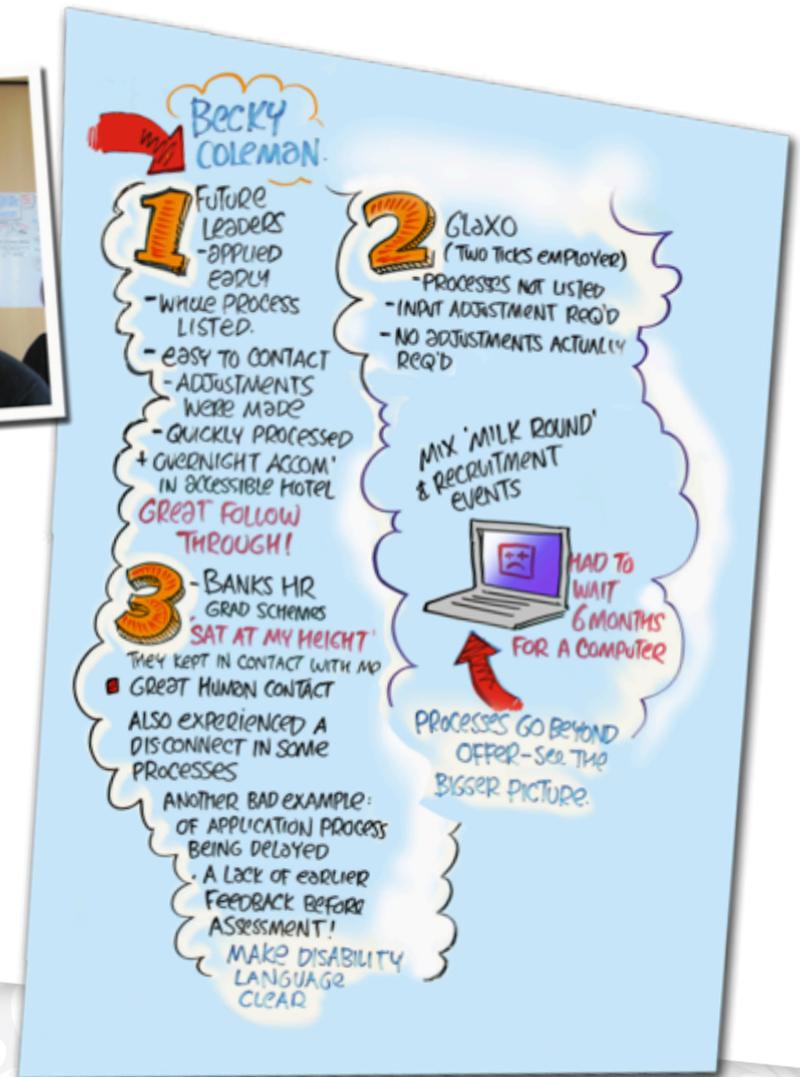
Things cited as working well included:

- The recruitment process being detailed on the firm's website.
- Consistency in having the same person to communicate with.
- Having the adjustments carried through to each stage.

Frustrations arose when applications were side-lined or delayed due to adjustments being requested, and when no feedback was provided for the parts of the process where adjustments had been implemented.



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Our guest speakers...

David Miller

David, a graduate in law from York University, spoke about the importance of being able to have a telephone call with the recruiter to discuss his requirements.

David emphasised that more often than not he could convey what adjustments he needed in one phone call, enabling the adjustment process incredibly efficient.



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DAVID MILLER:

Our guest speakers...

Christina Nelson

Christina, an undergraduate in law, talked about the importance of enabling applicants to be open about their disability. She said that providing a 150 word limit on 'disclosure' did not allow you to explain your situation and instead urged employers to allow applicants to provide a covering letter. In doing so applicants could properly share information about their personal situation and the implications for the recruitment process.

Christina also talked about the need to avoid the use of condescending terms such as 'special needs'. She instead advised recruiters to use the same language as they would with their non-disabled candidates.



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Discussion...

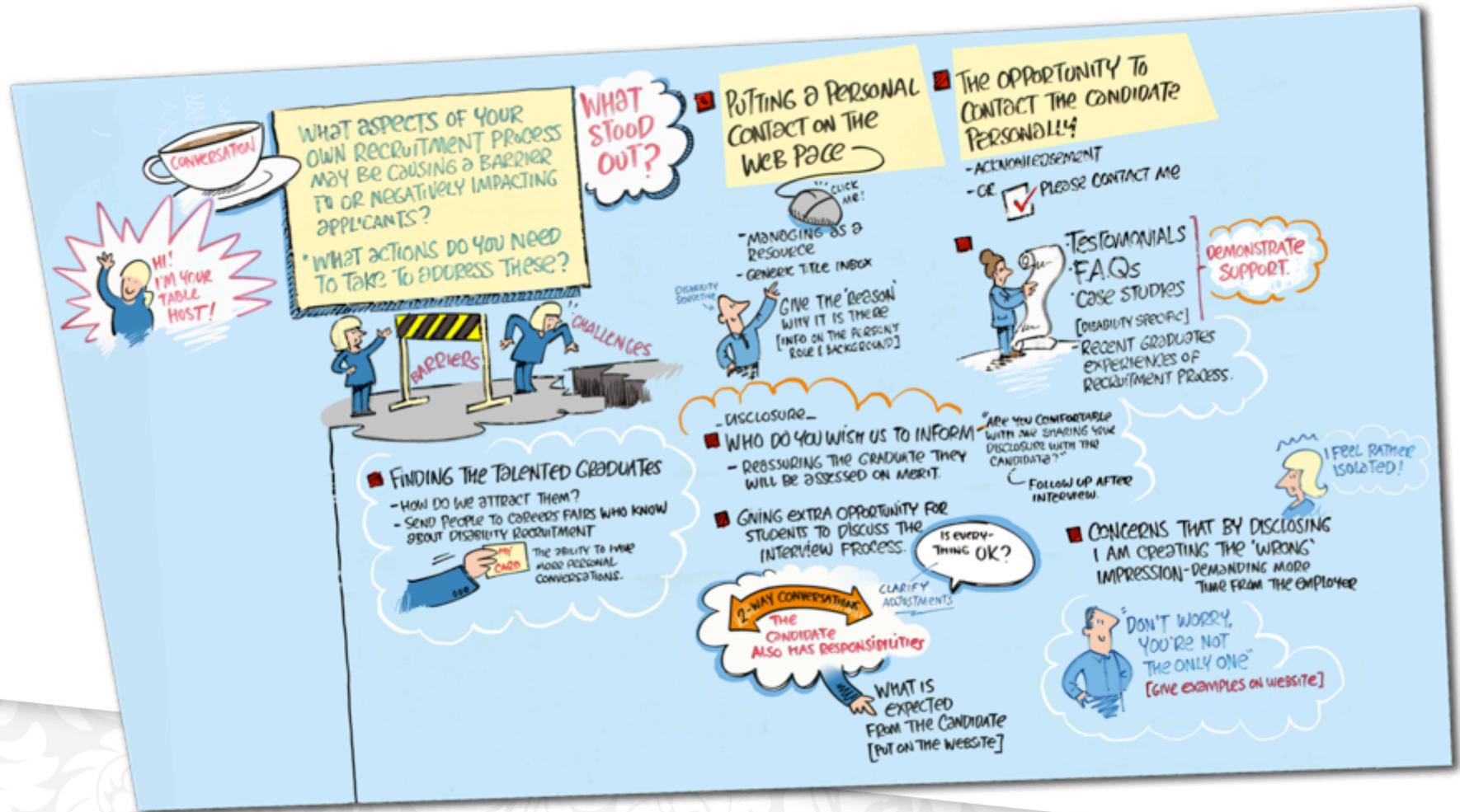
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Following the speaker's presentations the delegates were asked to consider the following question:

- Taking into account what you have heard, as well as your own knowledge:
 - What aspects of your own recruitment process may be causing a barrier to, or negatively impacting, applicants.
 - What actions do you need to take to address these?

In small groups, delegates thought about and discussed the unintentional barriers that may exist in their processes and how these could most effectively be removed.

As the delegates spoke they captured their conversations by drawing and writing on the table cloths. The delegates also asked to move around the room in order to continue their discussions with others and hear what else was being spoken about.



The panel discussion...

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The panel discussion

After the break Helen facilitated an open panel discussion.

The panel members were:

- Becky Coleman; graduate from Oxford Brookes University.
- Oleg Giberstein; Citi.
- David Miller; law graduate from York University.
- Christina Nelson; 2nd year law student at SOAS.
- Michael Smith; geography graduate.

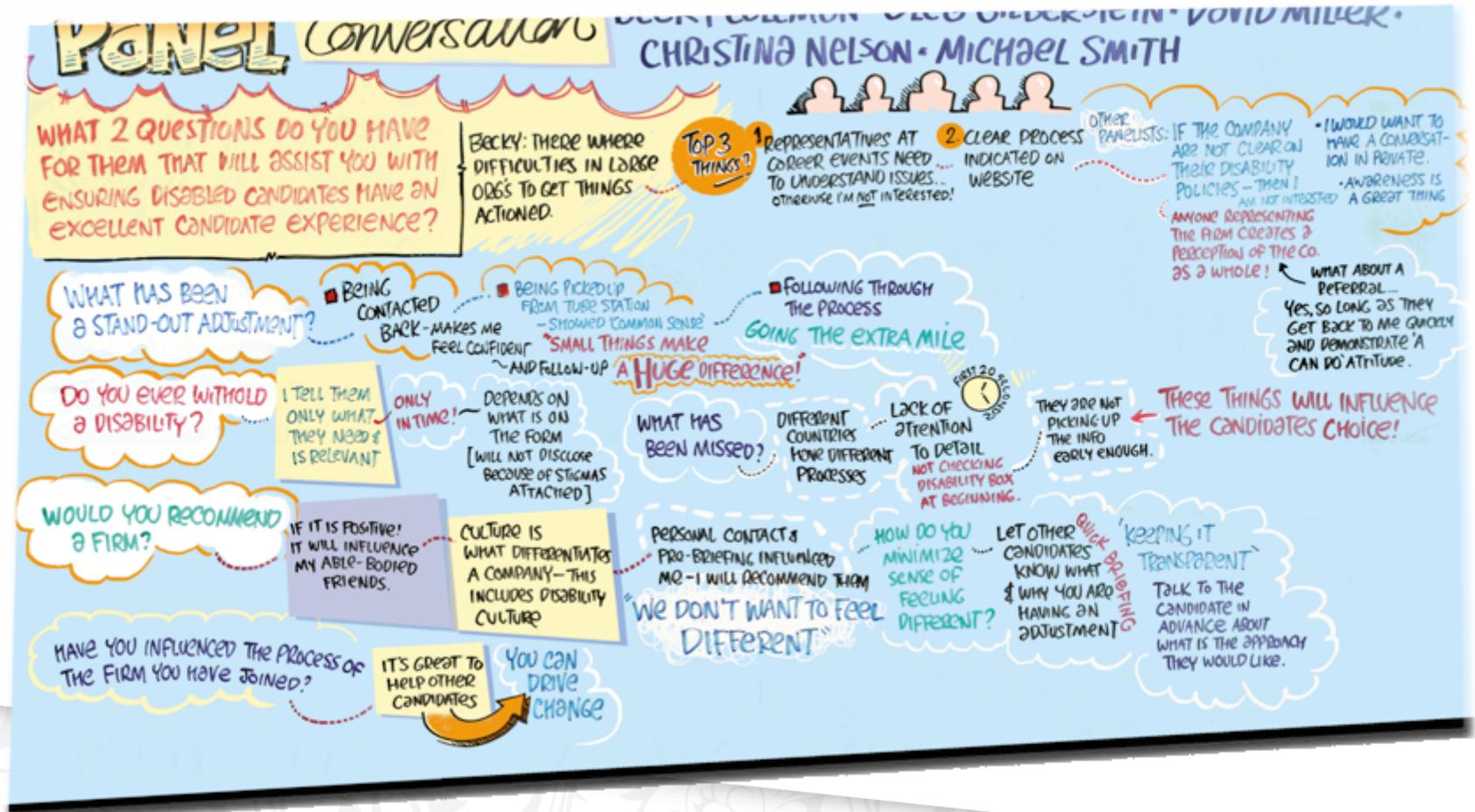
Following introductions from each of the panel members, the delegates were asked to consider the following questions:

- Based on the introductions from our panellists, what 2 questions do you have for them that will assist you with ensuring disabled candidates have an excellent candidate experience?



Outputs...

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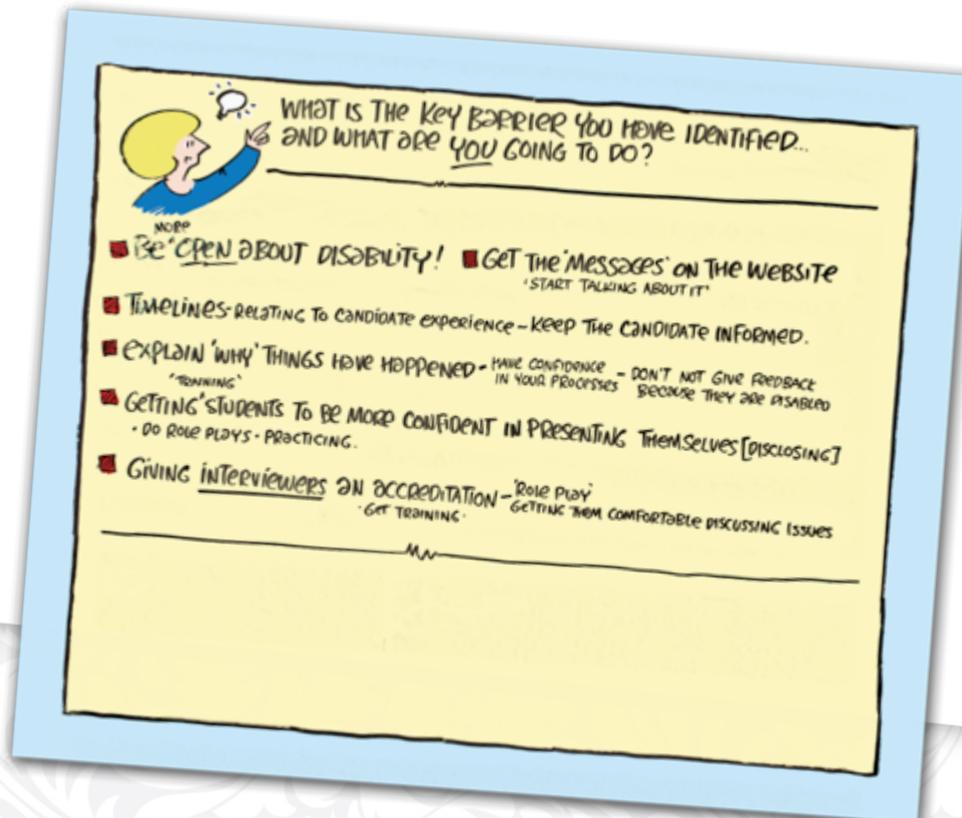


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During the final part of the Café, Helen took the participants through the graphic recording of the afternoon so far reminding them of what they had heard, the key questions they had been asked, and the conversations that had taken place.

As they listened, the delegates were asked to think about the barriers they had identified as existing in their processes that they were not conscious of previously, and how they were going to remove these to ensure that all applicants had a great candidate experience.



News....

The next event is a Breakfast Seminar; this is taking place on the 3rd July and will again look at inclusive recruitment. It will build on the discussions from the Café and delegates will undertake a top line audit of a standard graduate recruitment process.

The next Disability Café is taking place on 11th September. This Café will ask you the question: Are you 'great with disability'? It is your opportunity to find out what makes you an attractive employer in the eyes of a disabled student..

For those wishing to join the Graduate Recruiter's Disability Café Club you are invited to offset the cost of this Café against membership should you wish to do so. Please contact Helen Cooke for more information. Helen@myplusconsulting.com. This offer is open until the 30th June, 2013.

And if you are not yet listed on our pioneering new website www.greatwithdisability.com then please get in contact to find out about the opportunities to be included.

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