



PRIDE
INDUSTRIES

Including People with Disabilities

July 25, 2023



CALIFORNIA DEPARTMENT OF
FOOD & AGRICULTURE

Darelyn Pazdel
VP Workforce Inclusion





- Americans with Disability Act
- Disability Pride Month
- National statistics
- Disability summary
- How to be an ally
- Disability inclusion
- Attracting employee with disabilities
- Inclusive meetings
- About PRIDE Industries

ADA Anniversary

33 Years Today



Judy Heumann, “mother of the disability rights movement”



https://www.youtube.com/watch?v=p57NyogpO_E

Disability Pride Month - July

- Celebrated every July
- Flag Colors
 - **Faded black** – anger and mourning over the neglect that people with disabilities must fight against
 - **Red** – physical disabilities
 - **Gold** – neurodiversity
 - **White** – non apparent disabilities and undiagnosed disabilities
 - **Blue** – emotional and psychiatric disabilities
 - **Green** – Sensory disabilities, including deafness, blindness, and audio processing



Disability Impacts **ALL of US**

COMMUNITIES



HEALTH

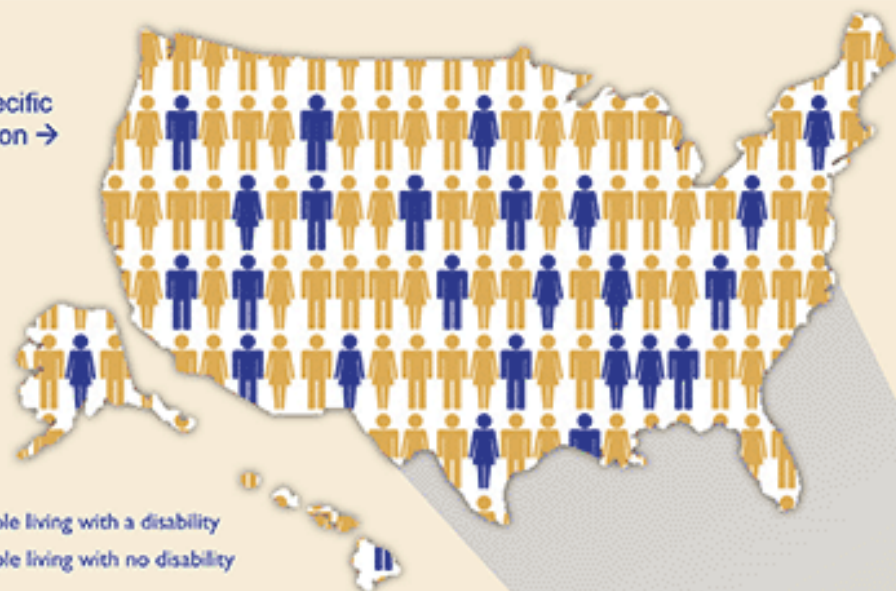



ACCESS



61 million adults in the United States live with a disability

Click for
state-specific
information →



 People living with a disability
 People living with no disability

26%
(1 in 4)

of adults in
the United States
have some type
of disability

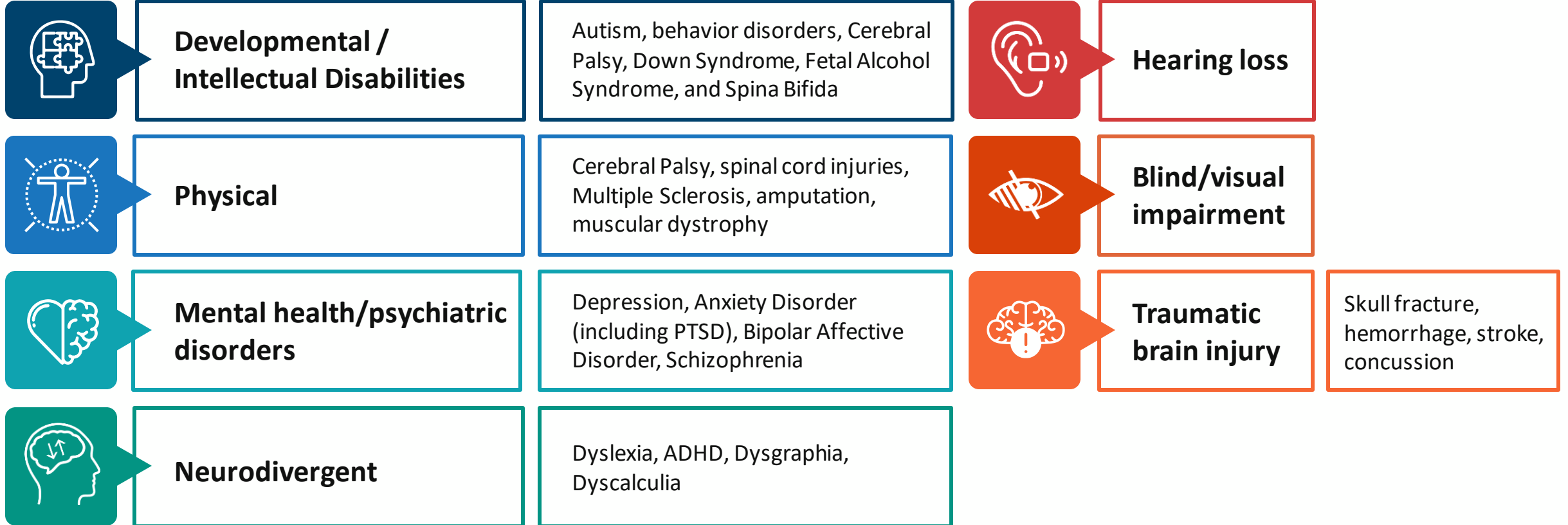
The percentage of people
living with disabilities is
highest in the South



U.S. BUREAU OF LABOR STATISTICS	Persons with a disability		Persons without a disability	
	June 2022	June 2023	June 2022	June 2023
Participation Rate	23.1%	24%	67.8%	68.7%
Unemployment Rate	7.6%	6.8%	3.5%	3.6%



Visible and Invisible Disabilities



Being an Ally for People with Disabilities

"An ally is someone who supports and advocates for the equality, equity, dignity, and rights of oppressed people groups of which they are not a part. An ally is also someone who challenges people and systems who, consciously or unconsciously, perpetuate oppression against those oppressed groups."

- *Daily Work*

How To Be An Ally For People With Disabilities

- Use people-first language.
- Speak directly to the person with a disability.
- Ask before giving assistance.
- Educate yourself and understand your privilege
- Curb your assumptions
- Use your voice





Disability Inclusion

- Making sure everybody has the same opportunities to participate in every aspect of life to the best of their abilities and desires

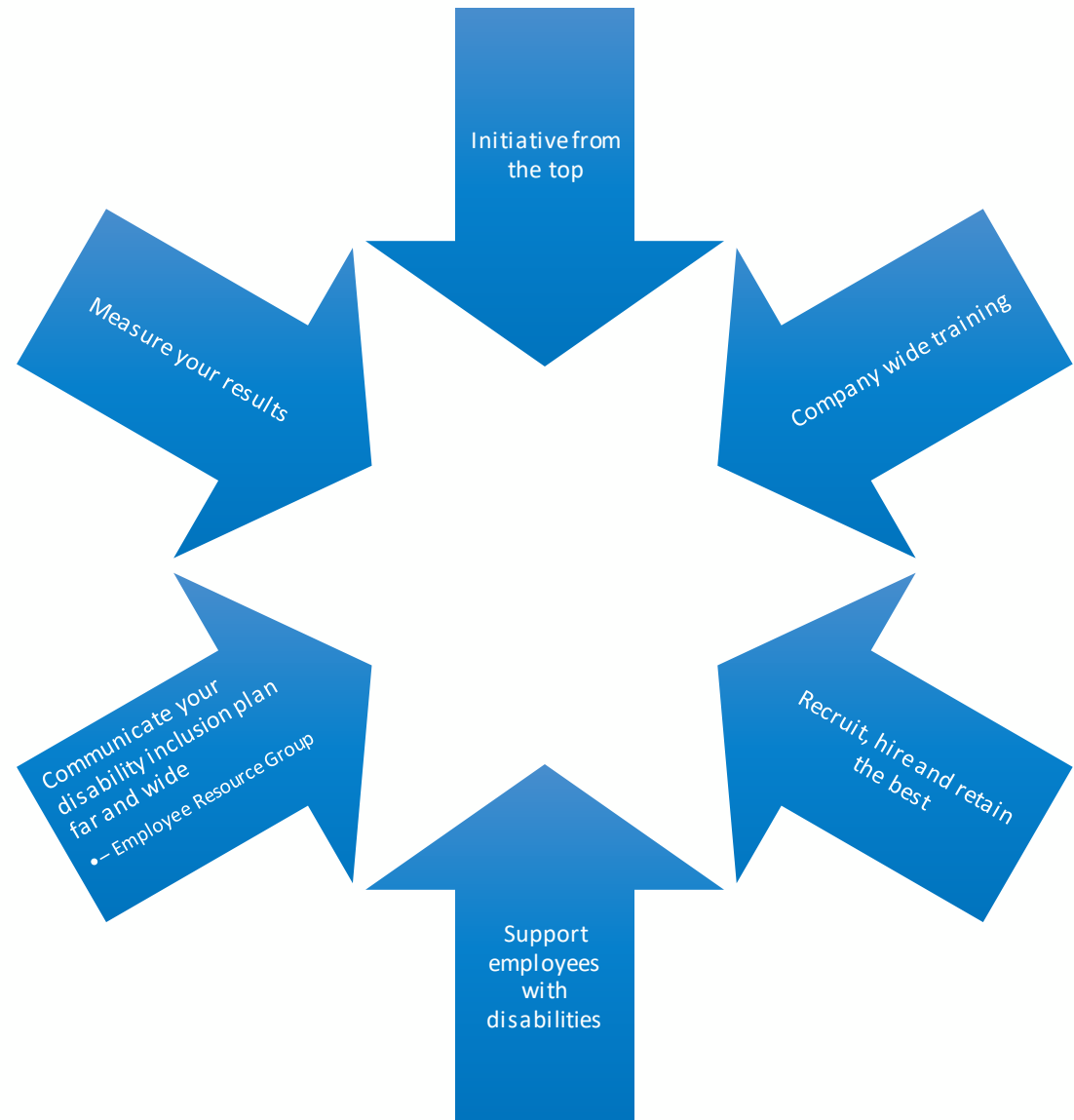


Disability Inclusive Workplace

“having an inclusive workplace means that people are valued regardless of their roles”

Feeling safe to include psychological safety

Promoting and Inclusive Workplace



Why Hire a Person with a Disability

Investing in diversity leads to financial gains

Untapped workforce and a valuable resource

Individuals with disabilities are loyal workers

Attract Employees with Disabilities

How to Make Meeting and Events Neuro-Inclusive



- Print agendas in advance
- Clear meeting purpose
- Use plain language
- Written Instructions
- Routine meetings
- Sensory retreat spaces
- Breaks
- Seating preferences



Consider This

[Flip the Script on \(dis\) ABILITY](#)

What Drives Us

OUR MISSION

To create employment for people with disabilities

OUR VISION

An inclusive world where people of all abilities have equal access to achieve their employment goals.

OUR CORE VALUES



Integrity

We do the right thing.



Teamwork

We work together.



Tenacity

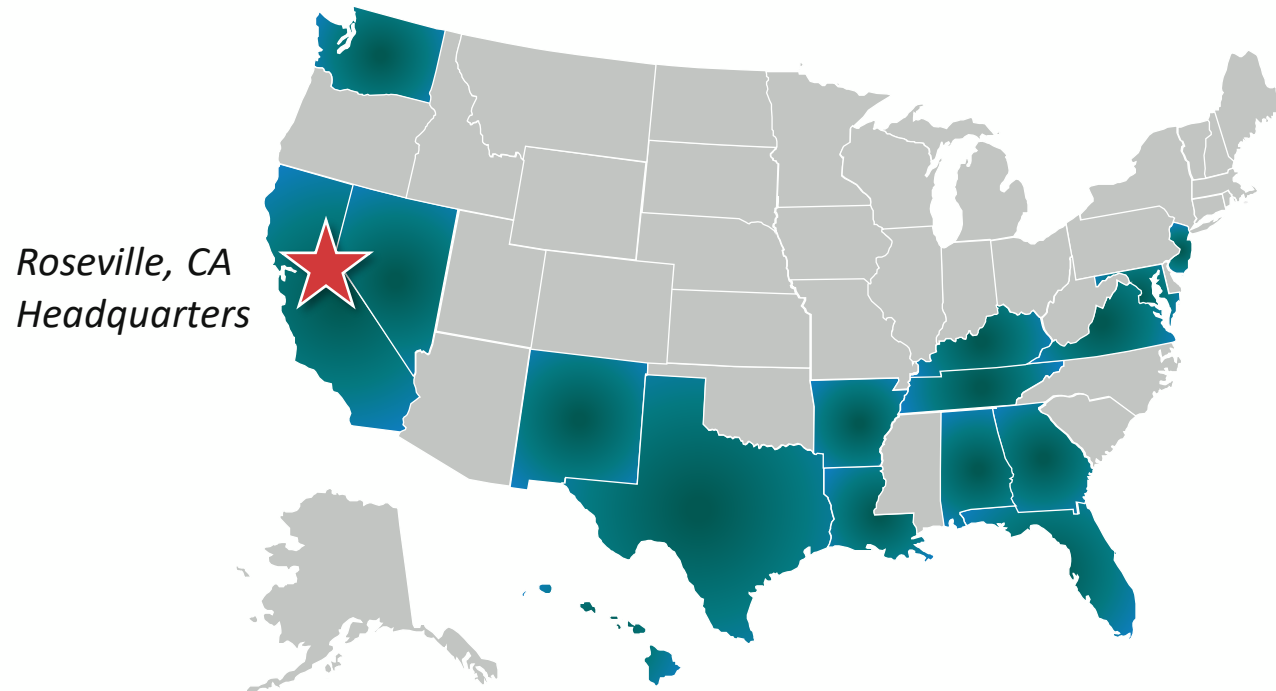
We won't give up.



Innovation

We are problem solvers.

Founded in 1966



✔ *Leading employer of people with disabilities in the United States*

6,300+

Team members employed, placed, and served

3,700

With Disabilities

Services for People with Disabilities



More than 50% of Our Workforce has a Disclosed Disability

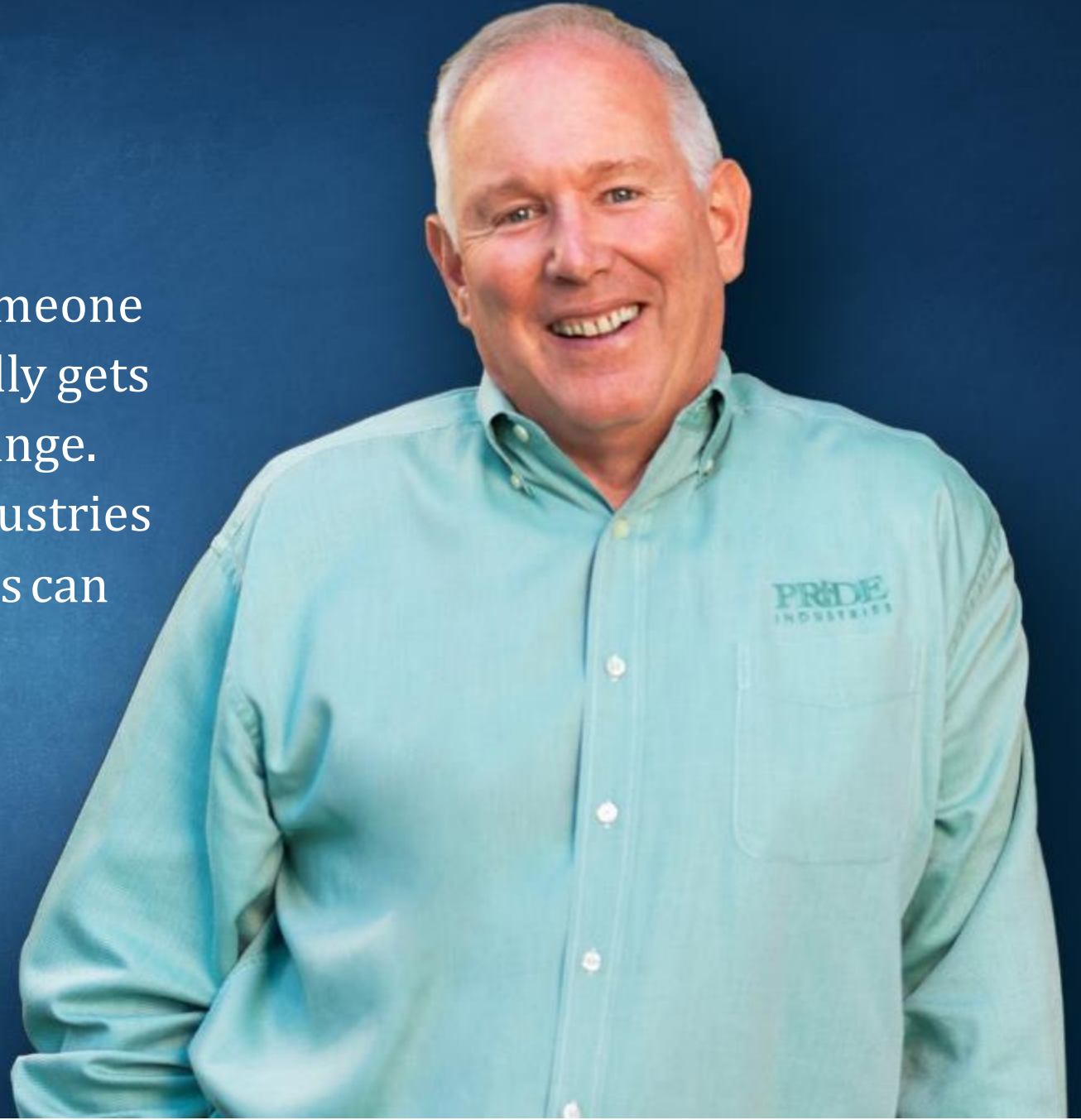
Every day, we prove the success of an inclusive workforce hiring model across an array of industries.

Are people with disabilities included in your Diversity and Inclusion program?



“The magic that happens when someone that typically cannot get a job finally gets a job, it’s incredible, their lives change. Everyone that works at PRIDE Industries knows that people with disabilities can accomplish anything.”

Michael Ziegler
CEO, 1983 - 2020





Contact Us

Address

10030 Foothills Blvd
Roseville, CA 95947

Phone

Business Services (800) 550-6005
I AM ABLE Helpline (844) 426-2253

Email

helpline@PRIDEindustries.com

Website

PRIDEindustries.com



THANK YOU

PRIDE
INDUSTRIES