

Submitter: Caroline Hughes
On Behalf Of:
Committee: House Committee On Labor and Workforce Development
Measure, Appointment or Topic: HB4093

This bill fosters Oregonian economic and business development.

A joint report by AAPD and Disability:IN found that companies with initiatives to support Disabled employees “1.6x more revenue, 2.6x more net income, and 2x more economic profit.” This makes sense. Keyboards, touch screens, audiobooks, and Pilates are just some of the innovations pioneered by Disabled people out of necessity. This bill lays the foundation for economic growth and business development in Oregon by bringing Disabled innovation to more workplaces.

Even at companies with the best intentions, accommodations can be challenging. As a Disabled jobseeker myself, I have found it difficult to advocate for my needs in the workplace when I do not know what is available to me. Many employees only learn about ergonomic desk setup and posture through corporate training modules. But for employees with more unique needs, it does make sense that employers are unsure of what can be offered.

This bill provides tangible and specific support to bridge this gap, while fostering lasting economic growth by helping businesses access the perspective and creativity that Disabled employees bring to a team. At the same time, it supports Disabled employees in finding and maintaining meaningful work and the benefits that come with it.

Source: <https://www.accenture.com/content/dam/accenture/final/accenture-com/document-2/Disability-Inclusion-Report-Business-Imperative.pdf>