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Cane ABILITY

Improving the Hiring of People with Disabilities at UHealth

Emerging Transformational Leadership Program

Cohort 9

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Need

- 54 million Americans with disabilities
- Unemployment rate around 70% nationwide

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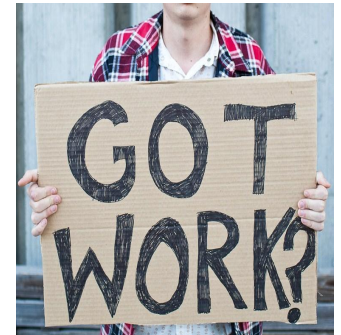


Barrier

Ableism:

discrimination and social prejudice against people with disabilities or who are perceived to have disabilities.

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Disability:



Vision

An inclusive global economy where people with disabilities participate fully and meaningfully

Disability Equality Index (DEI)

An annual transparent benchmarking tool that gives U.S. businesses an objective score on their disability inclusion policies and practices

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DEI Champions

- American Airlines
- Aetna
- Dell
- Blue Cross Blue Shield
- JP Morgan Chase
- Mayo Clinic
- Amazon
- Johnson & Johnson

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Why UHealth?

- Diversity Inclusion Council
- Locations:
 - Coral Gables
 - Rosenstiehl
 - Medical
- One of the largest employers in Dade County with a diversity of jobs

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Benefits of Hiring PWD



Revenue

Productivity

Longevity

Patient Satisfaction

Employee Satisfaction

Diversified

Perspective

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Community Partners



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National Best Practices



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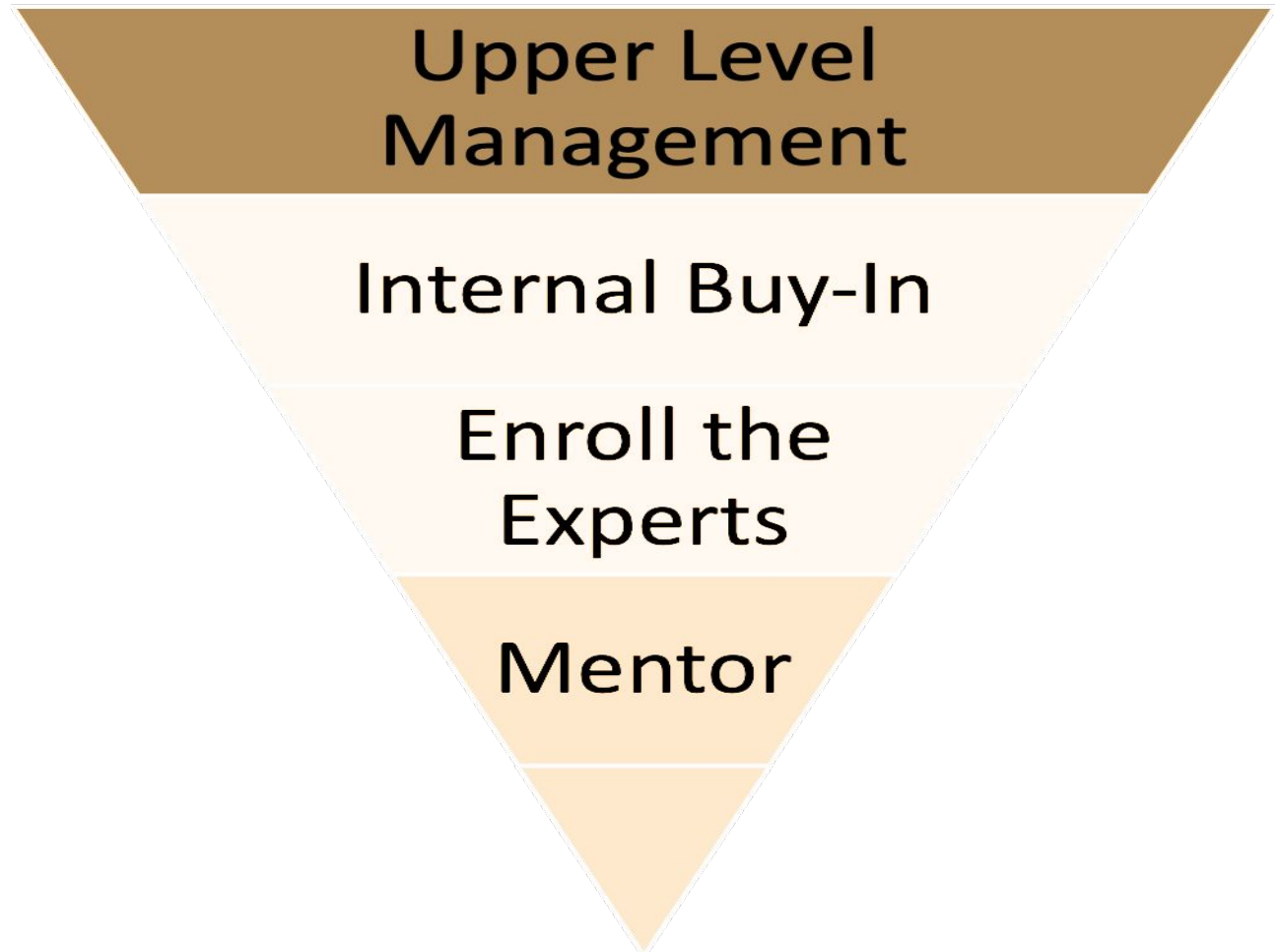


Goals

- Increase organizational capacity and infrastructure to implement best practices for hiring people with disabilities.
- Increase knowledge and awareness of people with disabilities in the workplace.
- Become the first University Health System ranked on the Disability Equality Index (DEI) Best Companies



U-Cane ABILITY Approach



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Timeline

July- December 2020

- Secure Funding Sources
- Sensitivity training
- Identification of positions

Jan 2021

- U-Cane ABILITY- 12 week mentoring program

April 2021

- Program Evaluation
- Revision

May 2021

- U-Cane ABILITY 2.0

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Budget

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| Item | Estimated Cost | Actual Cost |
|-----------------------------------------------------------|--------------------|-------------------------------------------------------|
| Designated HR Coordinator | 50,000/yr | Possibly 0 if reallocate duties |
| Sensitivity Training and Materials | 5,000 | Possibly delegated to DIC subcommittee/ HR designee |
| U-Cane ABILITY 12 week Program x2 | 30,000-50,000 | Possible in kind from Demoya or other partners/ Donor |
| Oct Disability Employment Awareness Month(all facilities) | 5,000 | 5,000 |
| U-Cane ABILITY 12 week Program Completion Celebrations | 2,000 | 2,000 |
| Total Cost: | 82,000 to 112, 000 | 7,000 |

Outcomes

Increase hiring of people with disabilities at UHealth TBD pending baseline

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Evaluation

Guiding questions for process evaluation:

- Stakeholders involved?
- Organizational capacity assessed?
- Community partnerships made & roles defined?
- Resources obtained?
- Employment opportunities identified?



Evaluation

Adapted U-Cane ABILITY Program

- # of applicants
- # of participants
- # of participants hired
- Retention at the end of 12 weeks, 6- months post, 12 months post
- Satisfaction feedback survey

Sensitivity Training

- # of staff trained
- # of sessions
- Satisfaction survey
- Pre-post assessment to determine staff knowledge increase

Evaluation

Using Disability Equality Index, the program will be evaluated on 5 of 6 domains:

- Culture and Leadership
- Enterprise-wide access
- Employment Practices
- Community Engagement
- Supplier Diversity

Score of 80 or higher out of 100



Sustainability

- The U-Cane ABILITY hiring model strengthens organizational capacity for hiring PWD
- Enhances Uhealth organizational diversity culture
- Serves as a model for other hospital systems

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A New Era of Disability Inclusion

[A New Era of Disability Inclusion | Smarter Faster | JPMorgan Chase & Co.](#)

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