

November 2019



### *Workplace Inclusion*

My name is Bobby Gene, born and raised in the Milwaukee County area. The theme for 2019 National Disability Employment Awareness Month "NDEAM" is "The Right Talent, Right Now". With that in mind, I feel the need to say, I love that fact there are state and local service providers and service support services that enjoy being supportive. I grew up experiencing more adverse socioeconomic outcomes than persons without disabilities, such as less education, poorer health outcomes, lower levels of employment, and poverty. I have experienced hundreds of traumatic experiences from emotional abuse to life threatening injuries. I had to pull myself up by the bootstraps and found myself getting involved with self-advocating and learning more about disability rights and workplace inclusion by default.

For me, breaking barriers to full social and economic inclusion as a person with an intellectual disability includes the unavailability of assistive devices and technologies, non-adapted means of communication, gaps in service delivery, discriminatory prejudice and stigma in society. Poverty may increase the risk of disability through malnutrition, inadequate access to

education and health care, unsafe working conditions, a polluted environment, and lack of access to safe water and sanitation. Disability may increase the risk of poverty, through lack of employment and education opportunities, lower wages, and increased cost of living with a disability and can be hard for recipients. With that being said, I have incorporated more than several of the global sustainable development goals into my current business plans of establishing self-employment workplace inclusion while using modern corporate social responsibilities.

Global awareness of disability inclusive development is increasing. The United Nations Convention on the Rights of Persons with Disabilities (CRPD) promotes the full integration of persons with disabilities in societies. The CRPD specifically references the importance of international development in addressing the rights of persons with disabilities. To date, 177 countries have ratified the CRPD, which carries the force of binding law. In recent years, an increasing number of bilateral donors have also developed disability policies to guide their international aid. Similarly, at the national level, the number of disability discrimination laws and constitutional provisions have increased significantly.

The 2030 Agenda for Sustainable Development clearly states that disability cannot be a reason or criteria for lack of access to development programming and the realization of human rights. The Sustainable Development Goals (SDGs) framework includes seven targets, which explicitly refer to persons with disabilities, and six further targets on persons in vulnerable situations, which include persons with disabilities. The SDGs address essential development domains such as education, employment and decent work, social protection, resilience to and mitigation of disasters, sanitation, transport, and non-discrimination – all of which are important areas of work for the World Bank. The New Urban Agenda specifically commits to promoting measures to facilitate equal access to public spaces, facilities, technology, systems, and services for persons with disabilities in urban and rural areas.