

Empowerment Training

Blind Institute of Technology (BIT)

Open Forum for Any Concerns

- How do we assist?
- How do we address supervisors' or employers' needs?
- How do we involve HR? Is it needed?

Our employment training is a combination of two of our critical educational programs:

Accessibility Training

We help supervisors feel more confident in communicating with a diverse set of teammates, for example:

- Making digital content accessible, such as PDFs and webpages
- Standard business practices such as screen sharing, whiteboards, virtual and in-person meetings
- Understanding accessible technology used by employees, such as screen-readers and closed captioning

Loss Aversion

Exploring Nobel Prize winner & behavioral economist Daniel Kahneman's loss aversion theory:

Feeling uncomfortable around individuals who are unlike us is a natural psychological event that happens to all of humanity

Outcome

Accessible Technology Plus Understanding Loss Aversion Equals:

- Feel comfortable bringing professionals with disabilities on to their team
- Provide tools to successfully work with disabled teammate
- Prepare their teams for working alongside teammates with disabilities
- Create a culture of inclusion amongst their teammates
- Develop a diverse, productive, and satisfied team

Additional Topics We Address

- Scope of incorporating assistive technology
- Cost of accommodations
- How to talk with your employees about necessary accommodations