



## CONTRIBUTORS


	Tweets	RTs	Impressions
DigitalEchidna	15	6	36.5k
LEADSEmployment	21	2	34.5k
JayCMenard	14	2	20.2k
LEPC_EMO	16	13	5.9k
OlyBackstrom	1	0	2.3k
LiteracyLinkSC	6	10	2.1k
helpufindwork	6	0	1.9k
AJarvis728	1	0	1.8k
markwafer	1	0	1.4k
WorkforceDB	1	0	1.1k
CBSenseAbility	1	0	822
Bishybull	2	0	812
faithcameletti	1	0	626
nabeelryyc	1	0	437
selysia	4	0	228
LLSCDoCR	4	0	156
SttOnt	2	0	32
StThomasFC	2	1	2
lindsay_adele	1	0	1


## TWEETS TIMELINE


Jan 30, 2018 at 6:56pm UTC

 LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: RT: #LEPCRealityCheck twitter.com/helpufindwork/...


 LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: Did you find this chat helpful? #LEPCRealityCheck


 LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: #LEPCRealitycheck We are glad you could join us! The next twitter chat we will be discussing jobs and the economy in the Lond...

 Oly Backstrom @OlyBackstrom  
RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...


 Alicia Jarvis @AJarvis728  
RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...


 LEPC @LEPC\_EMO  
RT: #LEPCRealityCheck twitter.com/helpufindwork/...


 LEHC @helpufindwork  
RT @LEPC\_EMO: #LEPCRealitycheck We are glad you could join us! The next twitter chat we will be discussing jobs and the economy in the Lond...

 Faith Cameletti @faithcameletti  
RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...


 LEHC @helpufindwork  
RT @LEPC\_EMO: RT: #LEPCRealityCheck #LdnOnt twitter.com/DigitalEchidna...

 LEHC @helpufindwork  
RT @LEPC\_EMO: RT: #LEPCRealityCheck twitter.com/LEADSEmploymen...

 LEHC @helpufindwork  
RT @DigitalEchidna: A4. And thanks again for the opportunity to participate in #LEPCRealityCheck. I've enjoyed this and welcome any comment...

 Canadian Business SenseAbility @CBSenseAbility  
RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...

Jan 30, 2018 at 6:00pm UTC

 LEHC @helpufindwork  
RT @LEPC\_EMO: RT: #LEPCRealityCheck twitter.com/JayCMenard/sta...

 LEHC @helpufindwork  
RT @LEPC\_EMO: RT: #LEPCRealityCheck twitter.com/OEVGrocer/stat...



LEPC @LEPC\_EMO  
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[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEPC @LEPC\_EMO  
 RT: #LEPCRealityCheck [twitter.com/OEVGrocer/stat...](https://twitter.com/OEVGrocer/stat...)



LEPC @LEPC\_EMO  
 Did you find this chat helpful? #LEPCRealityCheck



Lindsay @lindsay\_adele  
 @LEADSEmployment Great engagement! I enjoyed following along!  
 #LEPCRealityCheck



Summer Burton @selysia  
 @LiteracyLinkSC @JayCMenard @ConfBoardofCda There's a great Accessible Recruitment Checklist available from...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEPC @LEPC\_EMO  
 Thank you for those who took part today! @DigitalEchidna @StThomasFC @LEADSEmployment @LiteracyLinkSC...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



AMC @LLSCDoCR  
 RT @DigitalEchidna: A4. And thanks again for the opportunity to participate in #LEPCRealityCheck. I've enjoyed this and welcome any comment...



LiteracyLink @LiteracyLinkSC  
 @JayCMenard There are lots of resources available to support employers focus on accessibility. Check out the Employ...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



SttOntRetweets @SttOnt  
 RT @JayCMenard: A4. And thanks again for the opportunity to participate in #LEPCRealityCheck. I've enjoyed this and welcome any comments or...



LEADS Employment @LEADSEmployment  
 Thank you for this opportunity to share the successes and how hiring persons with disabilities makes good business sense.  
 #LEPCRealityCheck



AMC @LLSCDoCR  
 RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...



LEPC @LEPC\_EMO  
 RT: Comments from @BlackFlyBooze #LEPCRealityCheck  
[twitter.com/LEADSEmploymen...](https://twitter.com/LEADSEmploymen...)



LEPC @WorkforceDB  
 RT @LiteracyLinkSC: Hiring people with disabilities & designing your business with their needs in mind benefits others & increases business...



LEADS Employment @LEADSEmployment  
 RT @LEADSEmployment: @BlackFlyBooze #LEPCRealityCheck She is a true team-player, has a co-operative spirit, dedicated to excellence, posses...



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LEADS Employment @LEADSEmployment  
 RT @LEPC\_EMO: RT: #LEPCRealityCheck

twitter.com/LEADSEmploymen...



LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: RT: #LEPCRealityCheck #LdnOnt  
twitter.com/DigitalEchidna...



LEADS Employment @LEADSEmployment  
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LEADS Employment @LEADSEmployment  
RT @LEADSEmployment: @BlackFlyBooze #LEPCRealityCheck One  
of our current team members was highly underemployed or  
unemployed for many ye...



LEADS Employment @LEADSEmployment  
@BlackFlyBooze #LEPCRealityCheck She is a true team-player, has  
a co-operative spirit, dedicated to excellence, pos...  
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LiteracyLink @LiteracyLinkSC  
Hiring people with disabilities & designing your business with their  
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Jay Ménard @JayCMenard  
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twitter.com/i/web/status/9...



LEADS Employment @LEADSEmployment  
@BlackFlyBooze #LEPCRealityCheck One of our current team  
members was highly underemployed or unemployed for many...  
twitter.com/i/web/status/9...



LEPC @LEPC\_EMO  
RT: #LEPCRealityCheck twitter.com/JayCMenard/sta...



Jay Ménard @JayCMenard  
A4. I invite you to reach out to organizations like  
@LEADSEmployment, @AbilityFirstLDN, or even me personally. All...  
twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna  
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Digital Echidna @DigitalEchidna  
A4. It's easy to talk about the "shoulds" and the social benefits, but for  
most businesses, what's important is the... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



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LiteracyLink @LiteracyLinkSC

In Ontario, 1 in 7 people have a disability – that’s almost 2 million people that employers can’t afford to leave o...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Jay Ménard @JayCMenard

A4. If you're a retail business, people with disabilities, their families, and loved ones represents a \$40 billion... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Digital Echidna @DigitalEchidna

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Digital Echidna @DigitalEchidna

A4. Hiring people with disabilities also helps foster an environment of inclusion and promotes diversity. I've writ...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Jay Ménard @JayCMenard

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Digital Echidna @DigitalEchidna

A4. So, to start, ensuring #accessibility in your hiring practices is a good way to ensure you're maximizing the ta...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



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[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEPC @LEPC\_EMO

RT: #LEPCRealityCheck [twitter.com/OEVGrocer/stat...](https://twitter.com/OEVGrocer/stat...)



Summer Burton @selysia

@LEPC\_EMO Hiring people with disabilities allows businesses to reflect their customer base. According to Statistics...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEADS Employment @LEADSEmployment

@BlackFlyBooze There are so many jobs where a person’s disability is not relevant to the work. There are resources...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Jay Ménard @JayCMenard

A4. We often hear it's hard to find and retain talent. But there are 1.9 million Ontarians with disabilities and th... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Digital Echidna @DigitalEchidna

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LEPC @LEPC\_EMO

Q4: What are the benefits of hiring people with disabilities or as we talked about, having a diverse workplace? Do...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEADS Employment @LEADSEmployment

People with disabilities benefit from support provided by agencies to help start the conversations with employers a...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Summer Burton @selysia

@JayCMenard That idea is echoed in this article from @cenmag featuring a deaf flavor chemist who sees his “disabili...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



St Thomas Flight Cen @StThomasFC

@LEPC\_EMO @DigitalEchidna The best answer I can probably give here is that I don’t think any of my customers even r...

twitter.com/i/web/status/9...



Jay Ménard @JayCMenard

A3. Diversity can bring so much to a company. From new perspectives to varied backgrounds and experiences, it makes...

twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna

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twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna

A3. At @digitalechidna, we've absolutely benefitted from having an #accessibility consultant on staff (who we hired...

twitter.com/i/web/status/9...



Jay Ménard @JayCMenard

A3. At @digitalechidna, we've absolutely benefitted from having an #accessibility consultant on staff (who we hired...

twitter.com/i/web/status/9...



Nabeel @nabeelryyc

RT @LiteracyLinkSC: If former Tim Horton's franchisee @markwafer had 2 job candidates with similar skills & education, he'd hire the one wi...



AMC @LLSCDoCR

We have to admit that we all have challenges. We do better if we focus on abilities not disabilities. #LEPCRealityCheck



LiteracyLink @LiteracyLinkSC

2/2 Innovative, forward-thinking employers like Vancouver software testing firm @focus\_ps also recognize that – alm...

twitter.com/i/web/status/9...



LEPC @LEPC\_EMO

RT: #LEPCRealityCheck #LDnOnt twitter.com/JayCMenard/sta...



Jay Ménard @JayCMenard

A3. In some cases, a disability can be an advantage. A great example is when CIBC partnered with Specialisterne in...

twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna

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twitter.com/i/web/status/9...



Jay Ménard @JayCMenard

A3: The thing is, people with disabilities are highly educated -- approximately 50 per cent have post-secondary edu...

twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna

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twitter.com/i/web/status/9...



Jay Ménard @JayCMenard

A3. We often see employers focus on hiring someone with disabilities as a starting point. Focus should be on findin...

twitter.com/i/web/status/9...



Digital Echidna @DigitalEchidna

A3. We often see employers focus on hiring someone with disabilities as a starting point. Focus should be on findin...

twitter.com/i/web/status/9...



LiteracyLink @LiteracyLinkSC

1/2 Traditional disabilities can actually = remarkable abilities. For example, ppl on the autism spectrum often hav...

twitter.com/i/web/status/9...



LEPC @LEPC\_EMO  
A Manager of Talent Acquisition at @TD\_Canada says a "disability" in one area is often overcome by great abilities...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)

Jan 30, 2018 at 5:00pm UTC



LEPC @LEPC\_EMO  
Q3: The word "disability" can be interpreted to mean that people lack abilities, but people with disabilities have...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEPC @LEPC\_EMO  
RT: #LEPCRealityCheck #LdnOnt [twitter.com/LEADSEmploymen...](https://twitter.com/LEADSEmploymen...)



LiteracyLink @LiteracyLinkSC  
Considering = or + performance, hiring employees with disabilities is smart even if there are costs incurred. The...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: RT: Yes, community employment organizations also have great resources to help you find the right fit. #LEPCRealityCheck [https...](https://https...)



LEADS Employment @LEADSEmployment  
RT @StThomasFC: @LEPC\_EMO As well, Leads helped us get the training was subsidized, further reducing our costs. #LEPCRealityCheck



Bashir @Bishybull  
RT @DigitalEchidna: A2. Do you provide ergonomic support for staff? Do you offer flex time for people with kids? Do you let people work fro...



Mark Wafer MSC OMC @markwafer  
RT @LiteracyLinkSC: If former Tim Horton's franchisee @markwafer had 2 job candidates with similar skills & education, he'd hire the one wi...



LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: RT: #LEPCRealityCheck [twitter.com/DigitalEchidna...](https://twitter.com/DigitalEchidna...)



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LEADS Employment @LEADSEmployment  
RT @LEPC\_EMO: RT: #LEPCRealityCheck [twitter.com/JayCMenard/sta...](https://twitter.com/JayCMenard/sta...)



Bashir @Bishybull  
RT @LiteracyLinkSC: If former Tim Horton's franchisee @markwafer had 2 job candidates with similar skills & education, he'd hire the one wi...



LEADS Employment @LEADSEmployment  
Accommodations can be job coaching support, which contributed to the success at St. Thomas Flight Centre. #LEPCRealityCheck



LEPC @LEPC\_EMO  
RT: Yes, community employment organizations also have great resources to help you find the right fit.... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Summer Burton @selysia  
Some employers are worried about remodeling or buying expensive equipment. But physical accommodation isn't always...  
[twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



AMC @LLSCDoCR

RT @DigitalEchidna: A2. Do you provide ergonomic support for staff? Do you offer flex time for people with kids? Do you let people work fro...



Digital Echidna @DigitalEchidna

A2. When it comes to cost, and we share this on the @AbilityFirstLdn site, a US study found the average one-time ex... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Jay Ménard @JayCMenard

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SttOntRetweets @SttOnt

RT @DigitalEchidna: A2. Do you provide ergonomic support for staff? Do you offer flex time for people with kids? Do you let people work fro...



St Thomas Flight Cen @StThomasFC

@LEPC\_EMO As well, Leads helped us get the training was subsidized, further reducing our costs. #LEPCRealityCheck



Digital Echidna @DigitalEchidna

A2. And #accessibility isn't just about disability. If you make your workplace accessible, you're fostering an incl... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Jay Ménard @JayCMenard

A2. And #accessibility isn't just about disability. If you make your workplace accessible, you're fostering an incl... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



LEADS Employment @LEADSEmployment

@BlackFlyBooze If accommodation is required there are resources to assist employers. We have had employees that do... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)



Digital Echidna @DigitalEchidna

A2. It's to provide people with what they need to do their job. Working with people with disabilities is no differe... [twitter.com/i/web/status/9...](https://twitter.com/i/web/status/9...)

Jan 30, 2018 at 4:49pm UTC