

Inclusive Hiring for Recruiters: Practical Steps to Attract Disability Talent

01



Expand How You Think About Talent

Qualified candidates with disabilities are often missed because they may not fit traditional hiring patterns.

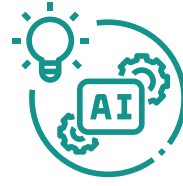
What to know:

- 1 in 4 adults has a disability, many of which are non-visible
- Skilled, adaptable, and resilient talent may have non-linear career paths or resume gaps

What to do:

1. Don't screen out candidates too quickly based on resume gaps or "nontraditional" experience
2. Focus on transferable skills and outcomes—not just job titles or timelines
3. Keep an open mindset in early screenings—it directly impacts who moves forward

02



Use AI Tools Thoughtfully

AI can speed up hiring, but it doesn't always interpret talent accurately.

What to know:

- AI can streamline screening processes & reduce bias
- But it may filter out qualified candidates
- It also risks misjudging communication or behavior

What to do:

1. Take a second look at strong candidates who may not rank highly after AI screening
2. Don't assume struggle with tech = lack of ability
3. Use your judgment alongside the tools

03



Make the Hiring Process Clear and Accessible

Many barriers come from unclear expectations—not lack of qualification.

What to know:

- Many candidates struggle to find qualified or relevant roles due to unclear job matching
- Interviewing and navigating hiring steps remain common challenges

What to do:

1. Share interview format, timing, and expectations in advance (even in the job post).
2. Clearly outline next steps and timelines
3. Let candidates know accommodations are available early

*Clear processes keep focus on skills—not navigation

04



Normalize Support and Expand Reach

Access and outreach directly impact hiring success.

What to know:

- 60% of candidates request accommodations, yet many find the process difficult
- Many qualified candidates aren't reached through traditional pipelines

What to do:

1. Ask early about support needs and offer simple flexibility (timing, format, breaks)
2. Focus interviews on skills—not communication style or speed
3. Share roles through disability-focused job boards and partner networks

Redefine What Top Talent Looks Like

How you think about candidates can make a measurable difference



Not every top performer will look "traditional" on paper



AI helps prioritize candidates, but it doesn't fully assess talent or potential



Better systems create space for candidates to demonstrate their skills



Different communication styles don't reflect lower ability—they reflect different ways of working