

Cultivating an Organizational Culture of Inclusion Through Empathy and Innovation



ASA American Staffing Association

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Presented By:

Nish Parikh
Co-founder and CEO
Rangam



Strategy

Diversity

Sustainability

Inclusion

Award winning

CSR

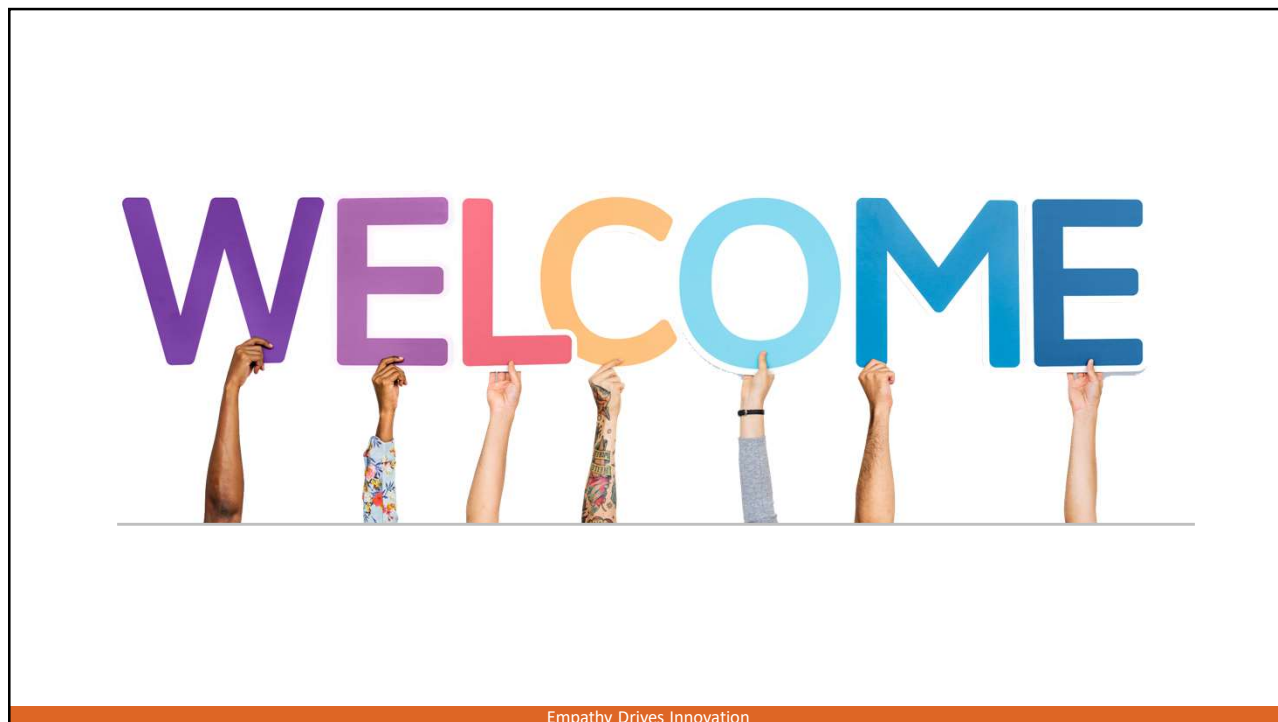
EMPATHY

USA

RANGAM
Empathy Drives Innovation®

10/26/2022


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|| Speaker Introduction

Nish Parikh
Co-Founder & CEO



Hetal Parikh
Co-Founder & President



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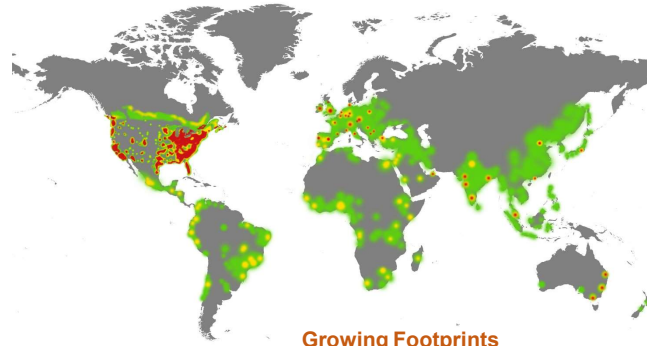
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|| About Rangam



Rangam is an innovative workforce solutions company delivering holistic products and services to accelerate meaningful employment for everyone!

Rangam is minority woman and disability owned with a vision of connecting talent, communities and employers!



Growing Footprints

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|| Technology & Program Solutions



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Review agenda

- The importance of disability in DEI&B initiatives and value to the business
- Systemic inequity in employment for people with disabilities, including labor market data
- Audience Discussion –
 - How do traditional hiring practices contribute to this inequity? Share video
 - Empathy in hiring leads to innovation and inclusion – screen-in versus screening out, transferable skills, non-traditional experience, and qualifications
- Activity
- How does SourceAble help automate the screening-in?
- Audience Q&A

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Why is Empathy important at workplace?



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Why is Disability an essential part of DEI initiatives strategy?



To learn more
Scan this QR Code

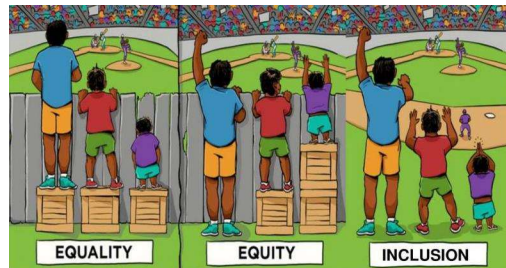
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Systemic inequity in employment for people with disabilities, including labor market data



US Population 332 million
26% Adults have Disabilities
80% of Disabilities are Non-Apparent



Disability Employment Participation

10%

adults with all ADA defined disabilities are unemployed



80%

Neurodivergent individuals are unemployed



86%

Autistic adults are unemployed

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Audience Discussion

Why do these inequities exist?

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How do traditional hiring practices contribute to this inequity?

<https://www.youtube.com/watch?v=GAehvcnFjmI>



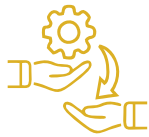
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|| Empathy & innovation leads to



Screen in vs Screen out



Transferable
skills



Non-traditional
Experience



Qualification

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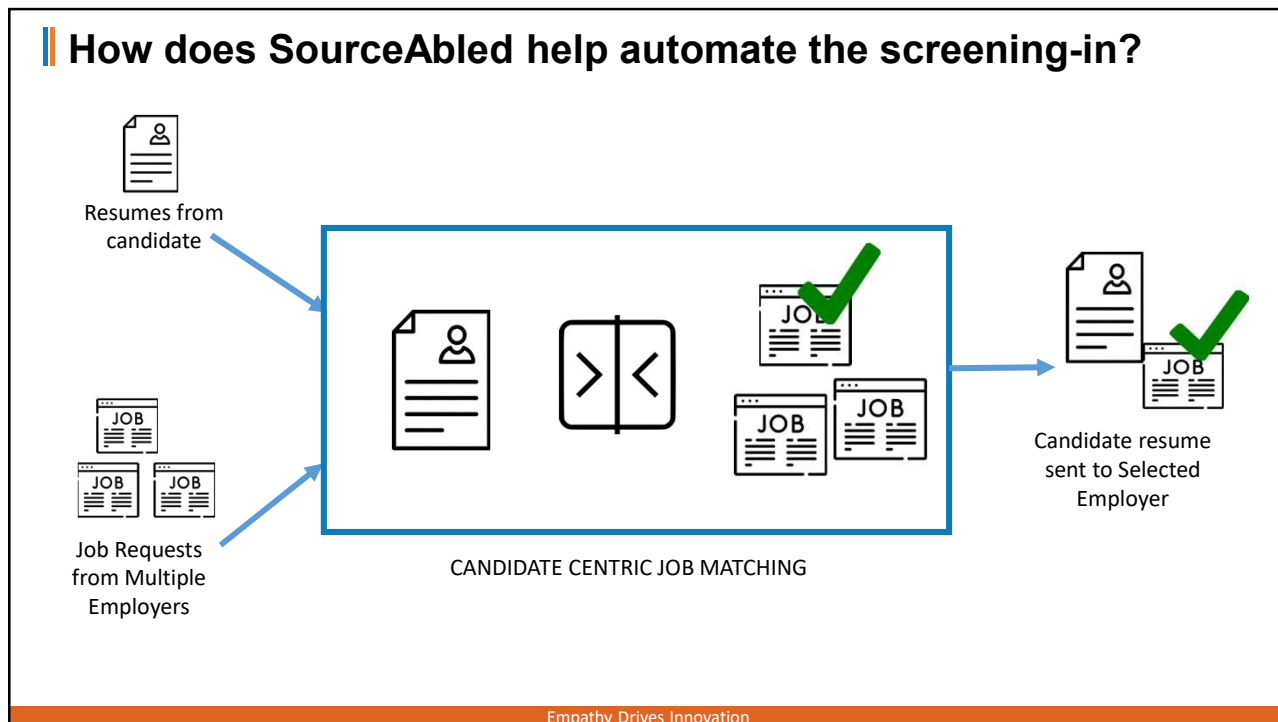
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|| Activity – 3 sample candidates, 3 sample positions, small group share

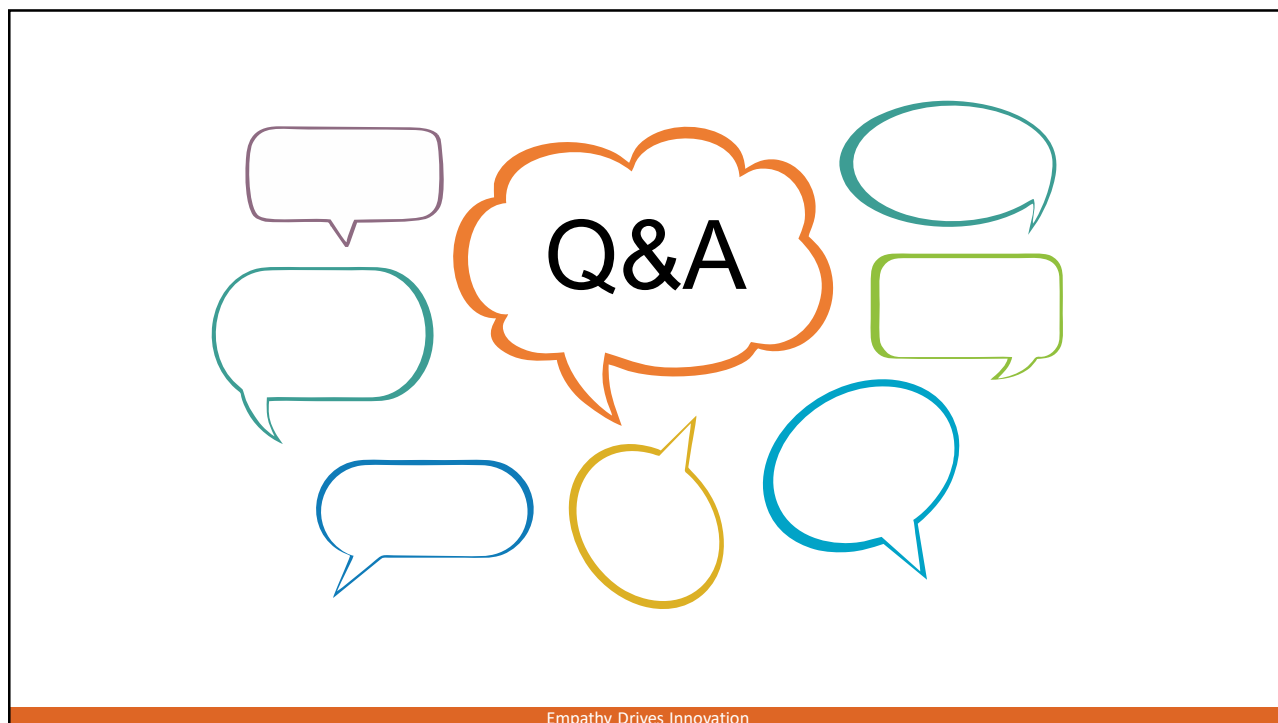
"Here's a perfect candidate –
You need to figure out why."

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