

## Susan Scott-Parker (OBE) Hon. PhD

Susan Scott-Parker, originally from Canada but currently resides in the UK, has over 30 years of experience working with business on disability. Susan is recognized both internationally as Founder and Chief Executive Officer of Business Disability International and founder and former CEO of the UK based Business Disability Forum. Her work is grounded in the reality of both business and disability and is distinctive in her determination to deliver practical, tangible mutual benefit for business, people with disabilities, the global economy and wider society. Susan has transformed the popular conception of the relationship of human disability to corporate enterprise – away from a charity/public welfare assumption towards a positive business mobilization of talent, productivity and customer access.



Susan invented the concept and language of ‘Disability Confidence’ – in the knowledge that if we can change the way people talk about the world, we make it easier to change the world. Susan also led the development of the Disability Standard, the world’s only Benchmark that measures corporate performance on disability as it affects an entire business. Together with the CIO of Barclays Corporate (global), Susan co-chairs Business Disability Forum’s Technology Taskforce. This unique taskforce defines best practices, requires

global ICT suppliers to deliver more accessible products and services, and help regulators worldwide to understand what business needs from IT related standards if it is to employ and do business with persons with disabilities.

### **Business Disability Forum**

Business Disability Forum (BDF), established in 1991, is a not-for-profit member organization that helps companies to become disability confident by making it easier to recruit and retain people with disabilities and to do business with customers with disabilities. It has more than 20 years of experience working with public and private sector organizations, formerly as the Employers' Forum on Disability. BDF some 350 members, including 100 global companies, employ almost 20% of the UK workforce and, together, seek to remove the barriers between public and private organizations and persons with disabilities. It acts as a key stakeholder for both business and government and has contributed to the establishment and development of meaningful disability discrimination legislation in the UK. The BDF provides pragmatic support by sharing expertise, giving advice, providing training and facilitating networking opportunities. This helps organizations become fully accessible to customers and employees who have disabilities.

### **Business Disability International**

Business Disability International (BDI) established in 2015 is a global business consortium galvanizing the power of organizations to build a more successful, productive, efficient and inclusive future for business and persons with disabilities. Its Founders and Members benefit from individual support and collective learning. The collaboration and peer-to-peer engagement accelerates both their own improvement and that of the whole consortium, resulting in the continued development and refinement of practical and relevant tools to support change. BDI provides expert consultancy, market intelligence, and customize

services to address specific needs at organizational, sector or industry level. It helps enable complex organizations to become disability confident.

Business Disability International: [Old brain or new brain?](#)

Changing our perspective on labels.

## **Building Disability Confidence**

Disability confidence is an employer's overall level of comfort in hiring and managing people with disabilities. In early December, Susan Scott-Parker will visit St. John's NL, to meet with various stakeholders including employers, government, HR professionals, media and employment counselling professionals to heighten awareness of inclusive practices and to help build disability confidence. Building disability confidence involves:

- Supporting positive mindsets to build an inclusive labour market
- Increasing understanding of disability
- Removing barriers
- Ensuring that people with disabilities have the opportunities to fulfill their potential and realize their career aspirations

The following link is an intro video clip of Susan Scott-Parker and Kate Nash of the Business Disability Forum defining what it means to be disability confident and to employ people with disabilities: how to identify talent, recruit the best people possible for your business, make reasonable adjustments, and contribute to business success: [Building Disability Confidence](#)