

**Topic:** Employer Engagement—Building Confidence to Hire Individuals with Disabilities

**Tactic:** Attend a panel discussion with employers new to inclusive hiring to learn about their questions, concerns, and first steps in hiring individuals with disabilities to engage hesitant employers and promote a diverse workforce.

**Objectives:**

1. Observe a panel discussion featuring employers who are new to inclusive hiring and gain insight into their experiences.
2. Identify the initial questions, concerns, and early steps employers take when considering hiring individuals with disabilities.
3. Reflect on common challenges faced by employers and explore effective strategies to address these challenges through clear communication, resources, and ongoing support.

**Employment First Arizona** is a grassroots movement of Arizona Stakeholders. We believe people who have disabilities have the right to work in their communities in jobs they care about. We are working to change policy and practice to make this happen.

Arizona Employment First Webpage: [Employment First | Sonoran Center for Excellence in Disabilities](#)

**Employment First: Topics & Tactics** is a monthly virtual gathering is focused on creating a diverse workforce in Arizona. This series is aimed at creating a space for collaboration and connection that goes beyond words and drives real action. It's designed to be a dynamic, engaging environment where everyone's voice matters. We encourage you to be part of the conversation—turn your cameras on, join the discussion in the chat, and share your insights. This is more than just a webinar; it's an opportunity to build momentum together, exchange ideas, and make a tangible impact on competitive integrated employment for all Arizonans with disabilities.

**Register** to attend each month: [Meeting Registration - Zoom](#)

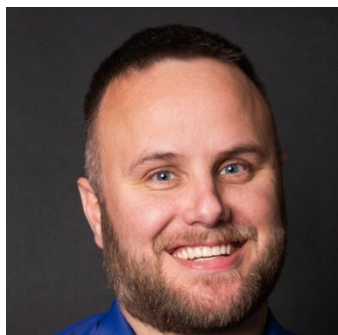
**Employer on Panelists** (click panelist picture for their LinkedIn profile)



**KATY SHAW, SHRM-CP** (she/her)  
Human Resources Manager  
Tohono Chul Park | Tucson, AZ  
[www.tohonochul.org](http://www.tohonochul.org)



*Tohono Chul* is a community oasis where reverence for the cultural and natural ecology of the Sonoran Desert region inspires responsible stewardship so that future generations may thrive.



**JOSEPH T. STECKMANN JR** (he/him)  
Human Resources Manager  
The Cavanagh Law Firm, P.A. | Phoenix, AZ  
[www.cavanaghlaw.com](http://www.cavanaghlaw.com)



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**Roman J. Campuzano** (he/him)  
Agency Business Consultant  
Farmers Insurance | Tucson, AZ  
<https://recruitment.farmers.com>



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**Isaiah Mercado** (he/him)  
Supervisor  
MOD Pizza | Laveen, AZ  
[Laveen Park Place | Phoenix, AZ](#)



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### Panelist Questions:

1. Can you tell us a bit about your organization and your role within it?
2. Could you describe your current hiring process and how you identify candidates?
3. What are the biggest challenges you face in meeting your workforce needs?
4. What do you see as the potential benefits of hiring individuals with disabilities in your workplace?
5. Are there any misconceptions or uncertainties about hiring individuals with disabilities that you think employers commonly have, and how do you think these could be addressed?
6. Are there any misconceptions or uncertainties about hiring individuals with disabilities that you think employers commonly have, and how do you think these could be addressed?
7. With 1 in 4 Americans having a disability, many may choose not to disclose it at work. For individuals with significant disabilities, disclosure is often necessary to facilitate needed supports. What support or guidance would help you navigate these discussions with potential employees?
8. Job seekers with significant disabilities often work with a job developer, like a recruiter, to match their strengths to your business needs. How do you prefer to be approached when discussing potential candidates (e.g., email, phone call, in-person appointment)?
9. Job coaches can provide one-on-one support to employees and assist employers with workplace integration. How do you feel about having a job coach in your organization, and what would help you feel confident about this arrangement?
10. What do you think employment professionals could do to better bridge the gap between job seekers with disabilities and potential employers?
11. What resources or support would make hiring job seekers with disabilities easier or more sustainable for your organization?