

# Keep Holding the Ladder

## Words on employment of disabled women

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**On 8 March, International Women's Day, I reflected on leading a full life, including having a job I love. Over the years I've often been denied equitable employment opportunities by those, viewing my blindness as a barrier though. In my every day life I meet up with many other women, successful, aspiring, some really "out there" fellow women.**

But what I've come across recently, or should I say, still in this modern day, is successful non-disabled women, usually at CEO or other decision-making levels, expressing the view that their business or agency is "not quite ready" to employ disabled people. I keep on hearing the excusing phrases: "We don't want to set disabled people up to fail", and "once we've dealt with other matters such as ethnic diversity, we'll then have time to work on disability issues".

Those comments, unfortunately still made by non-disabled women in leadership positions at local government and other levels, astound me! Would those same women be satisfied if men in leadership roles expressed those same sentiments? Women of all walks in life stood together to enable an equal employment related environment today. Did women have to wait for men to be ready to let them into the employment field? And yet, the feeling is still that it's okay to do this to our own, to one another, to disabled women?

There are more published best practices, guidelines, standards and accessibility related companies than ever before to support employers to be able to offer disabled women an accessible and inclusive work environment; just check it out online and you'll be pleasantly surprised.

So, to my non-disabled colleagues in leadership roles, please, do not pull the ladder up behind you. do not leave your fellow disabled sisters behind – keep holding the ladder.