



Insights on Disclosure and Accommodations

Methodology and Definitions



Methodology

The Conference Board of Canada conducted a survey on the experience of working-age adults with disabilities. Our survey gathered data on disability disclosure, past experiences with accommodation requests and mentoring practices, as well as standard demographic information (e.g., gender, age, province).

The focus of the online experience and dashboard is the disability disclosure section of the survey. We used the following research question to guide the study:

From the perspectives of persons with disabilities, what are the current facilitators and barriers to disability disclosure in the workplace?

Definitions

Disclosure is defined by the Accessibility for Ontarians with Disabilities Act (AODA) as the process of workers revealing their disabilities to their employers to receive accommodation.

Workplace accommodation is defined by the Canadian Human Rights Commission as the legal obligation that employers have to make changes to either physical spaces or policies to ensure that everyone can be included.

Detailed methods

The survey was developed based on findings from our literature review on disability disclosure in the workplace. Questions were reviewed by both the Canadian Association for Supported Employment and the research advisory board for the project. The online survey was open from December 17, 2024, to January 09, 2025. The survey was administered to a nationally representative sample of 1,000 working-age adults with disabilities. Quotas were established based on a representative segmentation of age, region, and gender. Participants were recruited by the panel research company Leger, which was selected for its ability to reach the specific target audience required for this study—that is, individuals with lived experience of disability.

Before launching the survey, the research team conducted, in partnership with Leger, a pre-test of the survey with 30 participants to ensure its external validity and identify any language or accessibility issues. After the data collection was completed, the overall quality of the responses was analyzed. As a result, responses from 10 participants were excluded and new respondents were recruited to reach the target sample number.

Since the survey was administered by a panel company using a non-random sample, this survey cannot be considered a random probability sample. Therefore, a margin of error cannot be applied to this data set.

All of the data was analyzed using R and SPSS. Power BI was used to create dashboard visuals. The data analysis included, but was not limited to

- Analysis of descriptive statistics
- Group mean difference testing (e.g., independent samples t-test, ANOVA)

Please note that the precision of the estimates (e.g., proportions) improves as the sample size increases. When viewing data broken down by gender, age group, region, and disability, please interpret these comparisons with caution, as smaller sample sizes in specific groups affect the reliability of the estimates. A more detailed analysis of this data will be included in future publications.

Forecasts and research often involve numerous assumptions and data sources, and are subject to inherent risks and uncertainties. This information is not intended as specific investment, accounting, legal, or tax advice. The responsibility for the findings and conclusions of this research rests entirely with The Conference Board of Canada.

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