

The Virgin Islands Consortium

Government Launches Employee Self-Identification of Disability Survey

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Staff Consortium **March 03, 2021**



The Office of the Governor, through the Division of Personnel, has begun its annual GVI Employee Self-Identification of Disability survey to collect quantitative data on existing disabilities throughout the Government of the Virgin Islands (GVI), announced Government House Tuesday.

In January, Governor Albert Bryan signed executive order 469-2021, which addresses the importance of hiring more employees with disabilities in the GVI. To start this process, the Division of Personnel must first obtain a general knowledge of how many GVI employees may have disabilities, Gov't House said.

After the employees self-report their disability, a goal concerning employment percentages will be established as mandated by Mr. Bryan's executive order.

"I would like to thank Director Clendinen and the Division of Personnel for effortlessly collaborating with my team to roll this project out. As the Territorial ADA Coordinator, it is important for us to advocate for persons with disabilities to have whole lives that will allow them to provide, whether it is for themselves or their own families," said ADA Coordinator Julien Henley. "While a project like setting a minimal goal of this population to work within the total GVI employee makeup may appear insignificant or even unnecessary to some, this hiring process will give individuals the joy we would like to see if they were our own children. When we accomplish this goal, competent candidates with disabilities are given an opportunity to produce multifaceted joy for others. So, I take great pride in asking everyone to please join us in completing the self-report as soon as you can. The little time you take to sign up truly goes a long way."

The self-report survey is an annual poll, with this year's submissions open until May 31. All GVI employees will be required to choose one of three options:

- I have a disability, and this is what it is....
- I have a disability, but I don't want to disclose what it is.
- I don't have a disability.

"The Division joined forces with the Office of the Governor and we're pretty excited about the launch of the Self-Reporting Project. The team is working diligently to ensure that persons with disabilities are employable as mandated by the governor," said Personnel Director Dayna Clendinen. "Self-reporting is the only way for us to truly understand the challenges and provide employees with the necessary tools and resources to help ensure their success."

All information submitted by GVI employees will be kept confidential; however, with the employee's consent, records may be used for selective placement purposes and to select special populations for mailing voluntary personnel research surveys, according to the release. Employees will not be required to give their name or employee number when submitting information, and all personal information will be housed in the Division of Personnel and will be withheld from HR managers.

In addition, the "Request for Reasonable Accommodation" form is now available on the Personnel website for the first time for the GVI, according to the release.