



JASON REID

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Embracing Invisible Disabilities In the Workplace

One in three working-age adults have an invisible disability and that number is rising. The good news is that people with invisible disabilities can be just as productive as anyone else. However, embracing invisible disability in the workplace requires trust, good communication, and an innovative mindset

Jason Reid shares real-life insight and entertaining stories into what it is like to work with, and manage people with, invisible disabilities, as well as offering highly practical solutions to create an inclusive work environment

Attendees will learn:

- What invisible disabilities are and their challenges in the workplace.
- How to build trust and better communicate about invisible disabilities.
- How to adopt an innovative mindset towards accommodation that can improve the workplace for everyone.



Chronic illness and invisible disability are topics that Jason Reid knows well. Despite having lived with Crohn's disease and arthritis all of his life, Jason built an impressive career in network television as a writer, producer, and news manager - even doubling his department's productivity in less than a year. Now he shows audiences how to manage invisible disabilities in the workplace, by communicating effectively and building trust.

Added Value! Jason's packages can include:

- Print or digital copies of Jason's book *Thriving in the Age of Chronic Illness and Invisible Disability*.
- A fully-captioned video of the presentation for your training library.
- Fully accessible PowerPoint or other handouts.



To see Jason speak and for more information go to:
InvisibleDisabilitySpeaker.com

About Jason Reid

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Jason Reid is a pioneering speaker on the topic of invisible disability in the workplace and has spoken to organizations around the world for more than a decade.

Despite being challenged by Crohn's disease and arthritis for most of his life, Jason had an award-winning career as a live television producer, writer, and head of news content at a national television network. As a leader, Jason successfully managed and accommodated disability challenges for many of his employees, even doubling his department's productivity through his simple, but innovative approach to accommodation.

Jason is also the author of the book ***Thriving in the Age of Chronic Illness and Invisible Disability***.

Jason's vulnerability, sense of humour and compelling personal stories have made him a favourite with a wide range of audiences, while his professionalism, clarity and down-to-earth nature are respected and appreciated by his clients. His extensive background in producing live television is evident in his colourful and engaging virtual presentations, and in-person presentations as well.

In addition to speaking about invisible disabilities, Jason is also a noted expert in strategic storytelling. In fact, he mentors professional speakers and corporate leaders on the craft of engaging audiences through effective narratives.

This conversational style and clarity bring a new and powerful approach to what can sometimes be a complex and sensitive topic.



CAPS 
A proud member of the Canadian
Association of Professional Speakers

"Thank you so much, Jason – It was an incredibly impactful session. You have continuously been so accommodating, cooperative, and just a pleasure to work with!"

- C. McKelvey, T.D. Bank Group

"Jason's presentation was flawless, personable, and insightful. He communicated to our audience with kindness and wisdom."

- Jerica Manuel, PocketWatch Inc.

"This was a huge step forward for Redfin and for our Accessibility ERG. We cannot thank you enough!"

- Kyra Robinson, Redfin

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Embracing Neurodiversity in the Workplace



Jason Reid with co-presenter Kristin Light, Neurodiversity and Mental Health Workplace Specialist

Kristin Light is a communications professional who has dealt with a broad spectrum of neurodivergent and mental health issues in both her personal and professional life. She is currently overseeing projects on workplace neurodiversity and mental health for a global consortium of transportation and engineering companies.

Having an inclusive workplace means embracing neurodiversity in all of its forms. With twenty percent of the workforce expressing neurodivergent characteristics such as ADHD, learning differences, the autism spectrum, and more, understanding how different people think has become a crucial skill in today's world.

But how do leaders and organizations navigate this new and seemingly complicated landscape? Learning the basics of neurodiversity and how to communicate about it in the workplace starts with a few basic concepts. Jason Reid, an expert in managing invisible disabilities, has teamed up with neurodiversity and mental health specialist Kristin Light to provide a comprehensive guide to neuroinclusion and the conversations around it.

The audience will learn:

- How different types of neurodivergence can present themselves in the workplace.
- When and how to initiate conversations and communicate about neurodiversity on both an organizational and individual level.
- Effective strategies and accommodations that can maximize your neurodiverse workforce
- How to combat unconscious bias and embrace a culture of neuroinclusion

Available: Online or in-person. Presentation or workshop-style training.

"Love, love, LOVE this session on neurodiversity! Feeling seen and love getting to talk openly about how to make change in our workplaces."

- Natalie Wallace, CAE. Account Director at Redstone Agency Inc.

"Kristin and Jason's authentic, relatable, and engaging presentation provides practical ideas to support neurodiversity in the workplace, delivered with a dose of humour and joy."

- Monta Johnson, Senior Associate, Anamorphiq



A Leader's Guide to Conversations Around Employee Mental Health and Mental Illness



Jason Reid with co-presenter Dr. Marjorie Aunos

Dr. Marjorie Aunos worked in the Health and Social Services sector for 15 years as a clinical psychologist and a senior manager. She has expertise in working with people and parents with various disabilities and is herself a wheelchair user. She is also a professional speaker and has recently delivered a TEDxTalk at The University of Western Ontario.

More than 18% of workers in the US reported a mental illness in 2019. In Canada, half a million people miss work weekly due to mental health issues. In this context, it has become incredibly important for managers and team leaders to understand how to have effective conversations with employees around mental health issues.

Invisible disability expert Jason Reid is joined by psychologist Dr. Marjorie Aunos as they discuss the best ways to navigate sensitive conversations and make decisions around mental health in the workplace while answering the most common but challenging questions that leaders have about balancing the needs of the employee with those of the organization.

In advance of this panel-style presentation, event organizers can choose from among 37 common questions regarding mental health conversations in the workplace. These will then be narrowed down to fit the timing of the event. Additional questions can be taken from the audience and a representative from your organization may also join the panel to discuss specific resources available to employees.

Available online

“Before Jason and Marjorie gave their presentation, only 58 percent of our leaders felt prepared for mental health conversations. Afterward, that number improved to 90 percent.”

- Shaw Communications Inc.



"Pulling Together For Full Engagement" Mastering Belonging & Psychological Safety in the Workplace



Jason Reid with co-presenter **Zoe Mitchell**

With a successful 20-year background in corporate finance, psychological safety and inclusion expert Zoe Mitchell knows firsthand the impact that inclusive work cultures can have on engagement, innovation and bottom-line results. As a Director, her own inclusive leadership style resulted in company-high engagement scores, no employee turnover and consecutive years of profitable growth.

Harnessing diversity is much more than just hiring people of different backgrounds and abilities. It's about everyone in the organization feeling empowered knowing they have the permission to learn and make mistakes, as well as speak up - even when it goes against the conventional wisdom of the organization.

Studies suggest that psychological safety is not yet the norm in most organizations. Despite best intentions, the pervasive nature of unconscious bias related to sex, ethnicity, disability, and more can sometimes make employees feel that organizations are hostile to them or their ideas.

Fostering psychological safety isn't a DEI fad, it's simply the cornerstone of good leadership. In today's diverse organizational environments, it's even more vital that every employee feels encouraged to share their expertise and ideas.

In this relatable, engaging, and highly practical program, workplace inclusion speaker Jason Reid and psychological safety expert Zoe Mitchell will show you strategies to help your organization foster belonging, reduce turnover, and create a highly engaged and innovative workforce.

The audience will learn:

- The relative value of people (experiences, wisdom) vs. automation (following instructions).
- The four stages of psychological safety.
- To identify various ways unconscious bias emerges and learn how to combat them.
- To implement simple but ongoing communication and leadership strategies to encourage full engagement and innovation.

Available: online or in-person. Presentation or workshop-style training

Plus custom panels available with additional experts on caregiving issues, accessibility legislation accessible and inclusive communication, French speakers available too.

Professional, Insightful, Engaging and Easy to Manage.

