

Kelly Schultz video transcript

Hi my name's Kelly and this is Gallia. I do like to get the frequently asked questions out of the way first. So she's six years old, her favourite food is Banana and there is a very good chance she has more Instagram followers than you do cos she is way more popular than I am.

But to me I was born with a genetic eye condition meaning I have been legally blind since birth. I currently work at Telstra. I lead accessibility and inclusion meaning I look at our strategy for customer's people and their communities who identify as living with a disability.

My first attempt at full time employment was met with "hey you're the best person for the job but we can't give it to because we can't adapt to the fact that you have a vision impairment." That has to be the worst possible reason not to get a job. If they said go get some more skills, learn how to do this, we need you to be able to something else fine. They actually told me I was the best person for the job but it was my vision impairment that meant I didn't get it. I can't believe anyone watching thinks that that's ok and it's not. But what do you do? How do you move on from that? Do you spend time in litigation taking legal action to try and get that job where they clearly don't want you anyway? Or do you go out there and get something else?

Luckily for me the next attempt at full time employment was successful. And that wasn't in any small part thanks to the fact that someone with a disability was already part of the organisation and part of the team I was joining. It just goes to show that people with a disability, people with blindness and low vision already in employment are just as important as the new ones that are coming in. If you're an employer there is a very good chance your organisation has a diversity policy. Do you know what it says? There is every chance your recruitment ads have 'we're a diverse employer and we encourage people with a disability to apply'. But what does that mean? What would you do if someone with blindness and low vision turned up to an interview? Do you know how they work?

Do you know that someone who uses braille there is a very good chance they can actually type faster than you can. Without the education without understanding how people with blindness and low vision actually do work. How do you know they're not going to be the best employer for your organisation? If you're someone with blindness or low vision looking for a job make sure you're prepared. Make sure that you have used all the services available to you to help you make your CV look just like everybody else's. The job market is a competition, but it's a competition you can win!