



Rethink Ability – Episode 6

“The Real Disability? Workplace Ignorance About Equity, Empathy, and Basic Human Decency”



17 Goes live Tuesday 29th July 2025

You can listen 📌

iTunes 📌 <https://loom.ly/ltlql6U>

Spotify 📌 <https://loom.ly/89p1i38>

🌐 Website 📌 <https://loom.ly/rZEBu-M>

💬 Episode Summary:

If your DEI strategy can't even get someone a standing desk, we've got bigger problems.

In Episode 6 of *Rethink Ability*, host **Danny Gluch** brings together a powerful panel of guests to tackle one of the most persistent and exhausting barriers disabled employees face: the systems, leaders, and coworkers who make basic accommodations feel like outrageous requests.

Guests **Pearl Brady**, **Ashley Kera**, and **Lia Seth** share honest, often infuriating stories of being questioned, dismissed, or ignored — and offer clear, practical insights on how to do better.

From “Why do you need that?” to “We can't make exceptions,” this episode explores how organizations turn support into suspicion, and how we can shift from fear and formality to curiosity and compassion.

🔍 Topics we dig into:

- Why empathy should come before policy
 - The harm of treating accommodations like legal liabilities
 - What *not* to say (hint: “Why do you need that?”)
 - When fear, ignorance, and power dynamics silence disabled employees
 - \$0 accommodations that build trust — and retention
 - The emotional and productivity costs of getting it wrong
 - What real equity looks like: not “same for everyone,” but “right for each”
 - How to support your team — even if you're not in charge
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👥 About Our Guests:

Pearl Brady

🔗 [LinkedIn](#)

A seasoned DEI practitioner based in NYC, Pearl has over 15 years of experience designing programs that foster inclusive workplace culture. Outside of work, she serves on the board of an

inclusion org, volunteers on her co-op board, and gets regularly beaten at board games by her son (who calls her a “pretty ok mom”).

Ashley Kera

 [LinkedIn](#)

Founder of *Kera Coaching & Consulting*, Ashley specializes in people strategy, performance, and leadership development. With a Master’s in Clinical Psychology and coaching certification from Columbia University, she’s spent 13+ years helping companies create workplaces that *actually* work for people.

Lia Seth

 [LinkedIn](#)

Director of People at *Cylinder*, Lia is known for building radically inclusive employee experiences. She’s a disability advocate, Lifetime Girl Scout, self-described Accessibility Queen, and Seattle-based HR leader who is *very* serious about mountain views.

Episode Highlights:

[00:01:00] Host intro and the “us vs. them” mindset
[00:03:00] Why basic accommodations still get treated like burdens
[00:05:45] “Can they just be on book for 2 more days?” — the power of asking
[00:09:00] When HR makes up an accommodation that doesn’t actually help
[00:11:00] Return-to-office, fairness myths, and invisible disabilities
[00:15:00] Training starts with empathy, not just compliance
[00:18:45] “You don’t look disabled” — visibility, judgment, and shame
[00:24:00] How managers can create trust without needing a formal diagnosis
[00:27:00] What it costs employees when we get accommodations wrong
[00:30:20] Loyalty, retention, and the emotional ROI of doing the right thing
[00:34:00] Systems vs. humanity: why we need both
[00:38:00] Final thoughts: being proactive, building trust, and treating people decently

About the Series:

Rethink Ability is a limited seven-part podcast series exploring the often unseen dimensions of disability in the workplace — and what it actually takes to create inclusive, human-centered environments where everyone can thrive.

Brought to you by **The Fearless PX** and the team behind *The Elephant in the Org*, in collaboration with **Invisible Condition** and **The Performance Innovation Collective**, this series centers disabled voices, workplace advocates, and system challengers across seven raw, honest, and action-focused episodes.

This isn’t another checkbox DEI moment.
This is the rethink.

Release Schedule – Disability Pride Month 2025

Episodes 1 & 2 – July 1, 2025

Episodes 3, 4 & 5 – Weekly on the following Tuesdays

Episodes 6 & 7 – Released together on July 29, 2025

Get in Touch:

Have a story, a thought, or a workplace war wound to share?

We'd love to hear from you:  elephant@thefearlesspx.com

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