



The Elephant in the Org Season 3

Episode 6 Show Notes



Episode Title: Want Inclusive Workplaces? Listen Up — and Hire Paul



Subtitle: Inclusion isn't a policy — it's a practice.



Airs: October 8, 2025



Recorded: September 21, 2025



Special Accessibility Edition

For the first time ever, *The Elephant in the Org* goes fully accessible — with **ASL interpretation** and **CART captions**— in this powerful conversation with **Paul Meyer**, a profoundly Deaf HR and Inclusion Leader who's spent more than 20 years bridging Deaf and hearing workplaces.

Paul's story is a reminder that inclusion is more than a checkbox — it's about communication, patience, and culture. From onboarding and accessibility gaps to the assumptions that keep talented people sidelined, Paul pulls no punches about what needs to change. He also brings humor, wisdom, and practical advice for any leader who wants to build teams where everyone truly belongs.

Paul is currently **looking for his next role**, and we're asking our community to help spread his story far and wide. Listen, share, and help us **#HirePaul**.



Watch the full ASL + CC accessible version on YouTube → <https://youtu.be/2fGpnCNUi1o>



The **audio podcast includes a full written transcript** in the show notes.

We Talk About:

- The spectrum of Deaf experience — and why “passing as hearing” comes with hidden costs
 - What belonging *really* means when communication styles collide
 - How poor onboarding can quietly derail careers before they start
 - Why AI captions aren't yet a reasonable accommodation (and what is)
 - The role of leadership in modeling accessibility, trust, and respect
 - How HR teams can move from compliance to culture change
 - Why inclusion without representation isn't inclusion at all
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Top Takeaways

- **Deafness isn't a limitation — it's a different way of communicating.** Accessibility helps everyone.
 - **Onboarding is inclusion's frontline.** If you get it wrong at day one, you risk losing great talent before they even start.
 - **AI captions are a tool, not a solution.** Real accessibility requires investment in people and systems.
 - **Leaders set the tone.** When leaders model curiosity and compassion, inclusion follows.
 - **Representation matters.** Inclusion of people with disabilities in HR and leadership transforms how organizations think and act.
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Hosts

Danny Gluch – Work culture critic, psychological safety champion, and nature analogy guy.
Marion Anderson – HR truth-teller, PhD researcher, and resident pun assassin..

Guest

Paul Meyer – Inclusion advocate and strategist dedicated to improving workplace equity for the Deaf and disabled communities. Over his career, Paul has created and led ERG programs, collaborated with HR and people teams to improve accessibility, and educated leaders on how to hire, onboard, and retain disabled talent with dignity and respect.

 **Connect with Paul on LinkedIn** → [Link]

 **Know a team hiring?** Share openings or referrals via [Short Form Link]

Referenced Themes & Mentions

- Rethinkability partnership with **Greer Procich**
 - CART captioning by **Annie Hargett (AH Real Time Captions)**
 - ASL interpretation by **Rebecca Davis**
 - Accessibility in Zoom & Teams
 - The spectrum of Deaf experience in the workplace
 - Psychological safety and inclusion-by-design
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If this episode inspired you, please leave a ★★★★★ review — and share it using **#HirePaul** to help us spread his story.

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Music & Production Credits

-  Theme music by *The Toros*
 -  Produced by *The Fearless PX*
 -  Edited by *Marion Anderson*
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