

An accommodation disappears during a leadership rotation

Area of work: Workforce equity and the employee lifecycle

The situation

A DSD staff member with an established accommodation is selected for an acting lead assignment in another unit. The new unit does not know about the arrangement, the cohort kickoff uses timed small-group activities with no captions, and the person quietly withdraws from the rotation.

What to notice first

- Nobody owned the accommodation across the transition.
- The cohort was not accessible by default, so participation depended on disclosure.
- The withdrawal will look like a personal choice in the data, if it appears at all.

Questions to ask before acting

1. Who owns accommodations across each transition in this pathway, by name?
2. Was accommodation offered to everyone entering the rotation, in the same sentence as the logistics?
3. Which cohort activities depend on speed or drag-and-drop, and what would replace them?
4. How would the division ever see this pattern in its workforce data?

Practical next moves

- **Accommodations across transitions** — program page </resources/ja-accommodation-across-transitions>
- **Accessible leadership pathways and sponsorship** — program page </resources/pn-accessible-leadership-pathways>
- **Build a leadership pathway or sponsorship plan (Practice path)** — program page </paths/gp-11>

Who to involve

Pathway design goes to division leadership and the Equity Director. The individual accommodation goes through the confidential accommodation process with HR. Do not record who the person is here.