



CONNECTABLE PRESENTS

SHOPability

RECOGNIZING INCLUSIVE EMPLOYERS

APRIL 30, 2022

thank you TO MRS. WEAVER



“Nothing is more empowering than the opportunity to be a productive citizen. *Shopability* highlights those businesses that opened the door to our neighbors and friends with intellectual and developmental differences, resulting in a win-win relationship for both the employer and the employee. I salute these forward thinkers, and hope others will grant similar opportunities.”

- Delores Barr Weaver

Delores Barr Weaver’s vision for *Connectable* and support of *Shopability* is another way her philanthropic footprint shapes the Northeast Florida community.

We are grateful to Mrs. Weaver for her unyielding belief that our community is better when our friends with Autism, Down syndrome, and other intellectual and developmental differences (IDD) are valued for their intrinsic gifts and unique abilities – and are fully engaged in businesses, neighborhoods, schools, and congregations. These connections are, indeed, a win-win.

Connectable is a movement that creates more meaningful connections with people with intellectual and developmental differences in neighborhoods, businesses, schools and congregations in order to enrich our community as a whole.

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"It is extremely important to VyStar as a whole that every individual in this community has the ability to work and earn an income as part of an organization in Northeast Florida."

Brian Wolfburg
CEO, VyStar Credit Union

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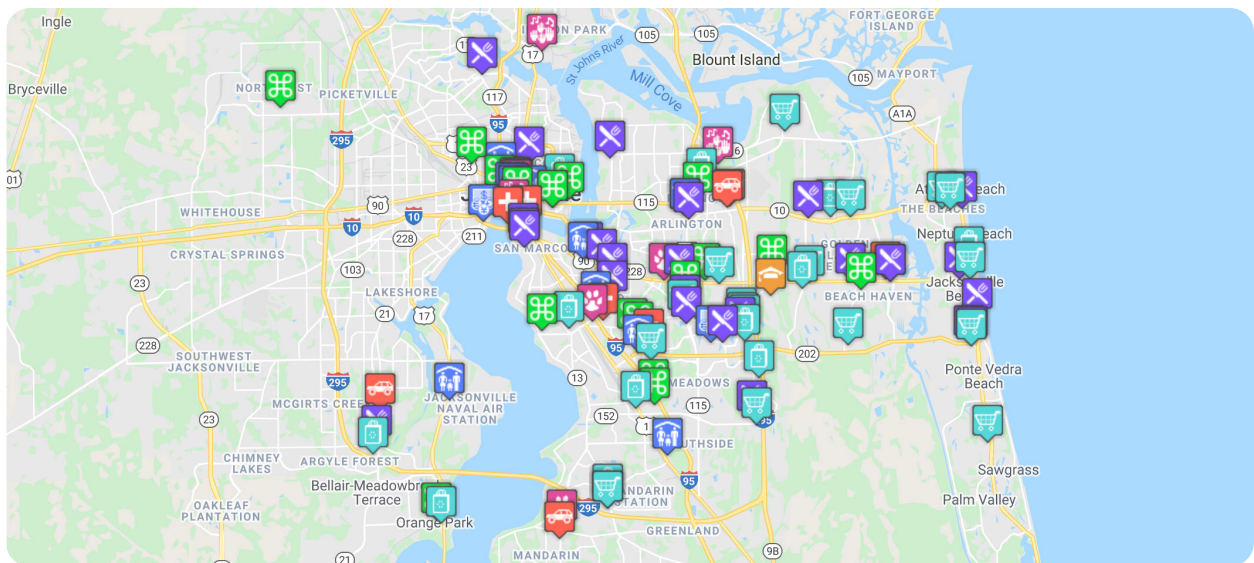
ABOUT SHOPability

From restaurants to retail, to entertainment and more, over 150 businesses across Jacksonville have become *Connectable*, providing employment opportunities for people with Autism, Down syndrome and other intellectual and developmental differences (IDDs).

Shopability Saturday is a citywide event inviting our entire community to celebrate their inclusiveness by supporting these businesses on Saturday, March 6th.

Visit the *Shopability* map, then shop, dine, or play on *Shopability Saturday*, March 6th.

We encourage you to keep supporting these inclusive employers year-round. Find businesses to suit all your needs on the *Shopability* map.



View interactive map at connectablejax.com/shopability



HOW TO *participate*

Choose a business on the Shopability map to support. Dine-in, take-out, shop, or play on Shopability Saturday.

#ShopabilityJax Contest

Two lucky winners will each receive a \$100 Visa gift card. The more places you visit, the more chances to win. We will announce two lucky winners on Sunday, March 7th.

HERE'S HOW TO ENTER:

1. Visit any business on the Shopability map.
2. Take a selfie in front of the business or snap a photo of what you purchased.
3. Post your picture on Facebook, Instagram or Twitter using the hashtag, **#ShopabilityJax** – and tag **@ConnectableJax** for one entry to the drawing.



"121 Financial Credit Union believes that every single individual in our community deserves the opportunity to maximize their potential and achieve as much independence as possible. We are honored to employ people with intellectual and developmental differences. 121 Financial hopes we can play a role in helping people achieve that independence while providing them with a job they can be proud of. Individuals like Colin are hardworking and exceptionally dedicated to their duties. Colin is an absolute delight to be around and our team is proud to have him as a colleague."

David Marovich, CEO, 121 Financial Credit Union

featured **BUSINESSES**

We extend our sincere gratitude to these businesses, all of which are sharing the Shopability message. Thank you for being community leaders by valuing people of all abilities on your team.

BUSINESS NAME	STREET ADDRESS	CITY	STATE	ZIP
121 Financial Credit Union	701 Riverside Park Pl	Jacksonville	FL	32204
Ashley	8151 Blanding Blvd	Jacksonville	FL	32244
Ashley	13265 City Square Dr	Jacksonville	FL	32218
Ashley	4621 River City Dr	Jacksonville	FL	32246
Ashley Outlet	9317 Atlantic Blvd	Jacksonville	FL	32224
Bruster's Ice Cream	12224 Atlantic Blvd	Jacksonville	FL	32225
Chick-fil-A (Marsh Landing Pkwy)	590 Marsh Landing Pkwy	Jacksonville	FL	32250
Cruisers Grill	319 23rd Ave S	Jacksonville Beach	FL	32250
Dick's Wings & Grill San Pablo	14286 Beach Blvd	Jacksonville	FL	32250
Dunkin' Donuts	8520 Baymeadows Rd	Jacksonville	FL	32256
Firehouse Subs	4347 University Blvd	Jacksonville	FL	32216
Firehouse Subs	13470 Beach Blvd	Jacksonville	FL	32224
Hope's Closet - Arlington	651 Commerce Center Dr No. 200	Jacksonville	FL	32225
Hope's Closet - San Pablo	14286 Beach Blvd Ste 44	Jacksonville	FL	32250
Jacksonville Humane Society	8464 Beach Blvd	Jacksonville	FL	32216
Jacksonville Zoo & Gardens	370 Zoo Pkwy	Jacksonville	FL	32218
Maple Street Biscuit Company	8358 Point Meadows Dr	Jacksonville	FL	32256
MOCA	333 N. Laura St	Jacksonville	FL	32202
MOSH	1025 Museum Cir	Jacksonville	FL	32207
Pieology Pizzeria	4624 Town Crossing Dr Ste 125	Jacksonville	FL	32246
Prime Car Wash	11860 San Jose Blvd	Jacksonville	FL	32223
Prime Car Wash	14190 Beach Blvd	Jacksonville	FL	32250
Selfie WRDL Jax	1112 San Jose Blvd Ste 25	Jacksonville	FL	32223
Spectrum Thrift Store	11018 Old Saint Augustine Rd	Jacksonville	FL	32257
TIAA Bank	301 W. Bay St	Jacksonville	FL	32202
VyStar Credit Union	76 S. Laura St	Jacksonville	FL	32202



"Providing opportunities in the community we live and work, ensures synergies to the health and well-being of our culture at Pitney Bowes. It also authenticates our efforts to Do the Right Thing, The Right Way!"

Nate Poletto

General Manager, Pitney Bowes Postal Service

MEET YOUR NEXT *best employee*



RAM is celebrating Shopability Saturday by featuring local artists with IDD's from Art With Soul, an art enterprise of North Florida School of Special Education. Pick up a unique piece of art and learn how you can become Connectable at their booth on Shopability Saturday.



Tyler | Dick's Wings San Pablo

"Thank you"

Tyler's parents, Chip and Teresa, own Dicks Wings San Pablo, a job site for students with Autism through a partnership with Jacksonville School for Autism. Students portion menu items to support the kitchen staff as a part of their vocational training. Chip and Teresa hope to give students, like their son, Tyler, the opportunity to be productive and engaged in community.



Richard | Firehouse Subs

"I love you guys."

Richard began his career at Firehouse Subs six years ago as a sign holder outside the University Blvd restaurant and it is still his favorite part of the job today. Richard is so popular that motorist stop and take videos of his performance while he dances to his beats! Today his duties have expanded to food prep and customer service inside. His message to his coworkers is simple, "I love you, guys." Richard, the feeling is mutual.



Bryce | Publix

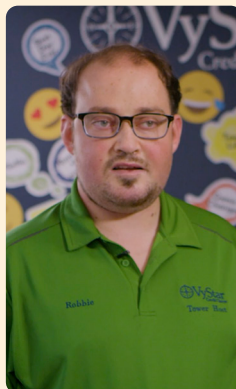
"My job is very important to me. I love meeting new people. The best part of my job is talking to people while I bag their groceries. Please understand that sometimes it may take me longer, but I want to do it right." -Bryce



Chara | European Street Cafe

"I love my job!"

Chara performs many front and back-of-house duties at European Street on Beach Boulevard as a trusted employee for over five years now! She is proud to play a part in creating an excellent dining experience.



Robbie | VyStar Credit Union

"I am glad VyStar Credit Union employs people with all abilities."

Robbie loves everything about his job as a Tower Host at VyStar Credit Union. He lights up when he talks about his coworkers and appreciates the opportunity to grow professionally while maintaining the employee breakroom. Robbie is one of two VyStar employees who are uniquely able to bring a positive attitude and hard work to the team.

did you KNOW?

LEARNING ABOUT IDDS & THE IMPORTANCE OF LANGUAGE

ABOUT IDDS

Intellectual and developmental differences/disabilities (IDDs) begin at birth or in childhood and can affect a person's intellectual, physical and emotional development. People with IDD's may have challenges with both intellectual functioning and everyday life skills.

People with IDD's are like everyone else – they have unique interests, values, and personalities. They cherish their family and friends. Many are capable of contributing to the community.

INTERACTING WITH SOMEONE WITH AN IDD

Begin a conversation with someone with an IDD the same way you would with any new acquaintance. You may just find a lifelong friendship.

1. Make eye contact and smile.
2. Open the conversation casually with “Hi, what’s your name?”
3. Find common interests as you converse.

LANGUAGE MATTERS

People-First Language

Most experts agree that people-first language is the best practice when addressing someone with an IDD. For instance, instead of ‘Downs girl,’ we say ‘girl with Down syndrome.’ This helps keep the focus on our shared humanity before we describe what differentiates us.

Differences v. Disabilities

Since changing perceptions includes changing our dialogue, *Connectable* promotes the use of language that directs attention to abilities. This also involves using the word “differences” in place of “disabilities” as it often is preferred by our friends with an IDD. Follow their lead and respect people in the way they wish to be identified.

Find additional fact sheets, resources, and organizations that can help you connect at ConnectableJax.com

information

FOR EMPLOYERS & JOB SEEKERS

EMPLOYERS

Hiring someone with an IDD can be an incredibly rewarding and research shows that it can be a smart business decision too. They are usually reliable, productive, and energetic workers who can bring diversity and new perspectives to your team.

If you are interested in becoming an inclusive employer, contact one of our [employment partners](#) to explore how they can help you identify suitable work within your organization, bring job applicants to interview, and provide full onboarding services – all at no cost to your business.

JOB SEEKERS

It is essential to begin your employment journey by enrolling with Vocational Rehabilitation (VR), instead of simply reaching out to businesses directly. You can call Vocational Rehabilitation at 1-800-451-4327 to find your area office. This service connects you with an experienced job coach provided by a local nonprofit employment partner – and at no cost to you or your family. Your job coach will support you every step of the way in discovering your gifts, interviewing at businesses that match your interests, and providing on-the-job training after you are hired.



"At JHS, we know that every member of our community can make a valuable contribution to our mission and are so grateful for the gifts of time and talent given by these individuals. By valuing inclusivity and diversity, we create a more compassionate community for pets and the people who love them."

Denise Deisler
CEO, Jacksonville Humane Society

"TIAA Bank is proud of our diverse workforce. Every one of our associates brings with them a variety of unique talents and abilities, which we celebrate. Our success – and our connections to our community and clients – is strengthened by our diversity, and we know our future success depends on continuing to build an inclusive and diverse team."

Amy Wagner
TIAA Bank Executive Vice President, Head of Human Resources and Employment Law

THANK *you!*

RECOGNITION OF NONPROFIT & COMMUNITY PARTNERS

MADE POSSIBLE BY

Delores Barr Weaver Fund
established 2012

Community PARTNERS



Nonprofit PARTNERS

These nonprofits partnered to host Shopability in gratitude to the many business that provide employment, internships, and job sites for their clients and students with Autism, Down syndrome, and other intellectual and developmental differences.



Media PARTNERS

