PLAY BALL
ANGELS FOR HIGHER AND THE CUBS CHANGING THE GAME OF INCLUSIVE EMPLOYMENT
The Player Lineup for this Presentation

**Morgan Bucciferro**
Chicago Cubs
Sr. Director, Operations & Guest Experience

**Robert Hendershot**
With Melissa and Trevor
Founder of Angels for Higher

**Erin Compton**
Greeter and Ticket Scanner
Illinois Virtual School and Academy and Westmont High School Senior
What Does Inclusive Employment Mean?

Inclusive employment means having a job you chose yourself in a place where:

• People with disabilities and people without disabilities work together and are treated as equals.
• Everyone gets the support they need to do their job.
• Everyone is valued and treated like they belong.
• People with and without disabilities are paid fairly for their work and are paid equally to people without disabilities.

https://inclusion-international.org/key-issue/employment/#:~:text=To%20us%2C%20inclusive%20employment%20means,and%20treated%20like%20they%20belong
What Does Inclusive Employment Mean?

Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) says that every person with a disability has the right to work in an “open, inclusive, and accessible” workplace.

The UN has an EasyRead version of the Convention.

27. Work

Disabled people have a right to work, equal with others.

Countries will do more to get disabled people work by:

Making laws that make sure disabled people are treated equally and fairly at work.

Making sure disabled people have equal job rights and rules and pay.
Countries will do more to get disabled people work by:

- Helping companies give disabled people jobs.
- Making sure disabled people have suitable places to work.
- Making sure disabled people can try out work.

Countries must...

Help disabled people get back to work.

Make sure that disabled people are not forced to do unpaid work.

AN EMPLOYER’S VIEW OF INCLUSIVE EMPLOYMENT
Morgan Bucciferro
Chicago Cubs
Sr. Director, Operations & Guest Experience
A RECRUITER’S VIEW OF INCLUSIVE EMPLOYMENT
Robert Hendershot
Founder of Angels for Higher

Spreading Joy and Changing Lives
at Sports Venues Across the USA!
24 Sports Venues Across USA

21 Professional Sports Teams

- Chicago – Cubs, White Sox, Bulls, Blackhawks, Fire and Bears

3 Major Universities

- Ohio State, Notre Dame, USC
13 Down Syndrome Associations across USA:

Chicago:
- National Association for Down Syndrome
- Down Syndrome Association of Northwest Indiana
- United Parent Support for Down Syndrome
Current Partnership Alliances: 90 Greeters

Ninety Greeters and their Parent/Guardians:

- Cheerful, engaging and mature young adults
- Primarily focused on Individuals with Down syndrome
1. **Major League Sports Teams:** 179 team balance from 200 total in USA
   NFL, NHL, NBA, MLB, MLS, WNBA & NWSL
   - Chicago – Red Stars, Sky
   - St. Louis – Cardinals, Blues, City SC

2. **Major Universities:** 126 campus balance from 129 total in USA
   - Chicago – Northwestern, Northern Illinois, Loyola, DePaul, Chicago State
   - St. Louis – Saint Louis University

3. **Major Performing Arts Centers:** Over 350 venues total across the USA
   - Different atmosphere, clientele
ANGELS FOR HIGHER (AfH) is a 501(c)3 social profit corporation that empowers young adults with Down syndrome to reach their full potential through their employment as Greeters at athletic venues and university campuses where they positively impact untold thousands of sports fans, fellow employees, college students, team executives, university administrators, professional athletes and people living in their surrounding communities.
OUR MISSION is changing the public perception of individuals with Down syndrome living across the United States by facilitating their employment in exciting and inclusive jobs where their specific gifts, abilities and challenges make them uniquely qualified to spread joy everywhere they go and change the lives of everyone they meet.
YOUR SUPPORT will help us establish Partnership Alliances that will inspire the world to appreciate how young adults with Down syndrome, working as diligent, irreplaceable, and much-loved employees in public venues, can use their jobs as pulpits to joyfully proclaim the message that every human being is incredibly precious, infinitely valuable, and eternally significant.
Tax-Deductible Investments

**Required to Establish Mutually Beneficial Partnership Alliances**

1. **Professional Sports Team or Major University Campus** – requires an investment of $5,000
   - to conduct initial research, phone calls, emails, virtual meetings, and travel expenses incurred while making in-person presentations to team or university executives during a 3–4-day trip to their venue's location.

2. **Down Syndrome Association (DSA)** – requires an investment of $2,500
   - to conduct initial research, phone calls, emails, virtual meetings, and travel expenses incurred during a 1–2-day trip to recruit four to six qualified candidates from the venue's local Down syndrome community.
3. Successful Partnership Alliance – requires an investment total of $7,500

- to establish an enduring Partnership Alliance between Angels for Higher, local Down Syndrome Associations, and a Sports Team or University Campus which will last for many years to come.
AN EMPLOYEE'S VIEW ON INCLUSIVE EMPLOYMENT
Erin Compton
Chicago Cubs
Guest Services: Greeter And Ticket Scanner
Inclusive Employment is Possible!

I work for the Chicago Cubs as a ticket scanner and greeter. I help hand out giveaways, like wrist bands and T-Shirts.
Community Employment Looks Like This…

Smiles because changing the world is hard, but fun.

Jobs that fill an employer need and are based on an employee’s skills, talents, and abilities.

Paid because everybody’s work has value.

True Natural Supports like amazing co-workers and supervisors.

Smiles because changing the world is hard, but fun.
Inclusive Employment Is a Dream Come True
The Cubs work to make sure the park is accessible for all fans and employees. These Accessibility tips are on the Game Day Instruction Sheets.

Vision Loss: Don’t assume what a person can or cannot see. There are various types of vision loss. A person may have some or no vision.
DISCUSSION: HOW CAN WE INCREASE INCLUSIVE EMPLOYMENT IN IL?
Morgan Bucciferro
Chicago Cubs
Sr. Director, Operations & Guest Experience
Robert Hendershot
Founder of Angels for Higher

Angels for Higher
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Erin Compton
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The Chicago Cubs
QUESTIONS?
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