

FAMILY IMPACT



Alan's Family

Jeff Bernstein

When I first heard about Good Foot, I was so excited because it sounded like an absolute dream job for my brother, Alan. The work has really come to mean everything to him, and I can't imagine his life without Good Foot anymore. As a Courier with Good Foot, Alan gets to be out in the world, meeting new people and learning new things all of the time. It's been completely transformational for him and everyone who comes into contact with him. **Good Foot is really more than a job. It's belonging, it's purpose, and it's become a huge part of Alan's social network.**

After 7 years of working with Good Foot, Alan is more assured and independent. He lives in his own apartment now, and that's been an absolute game changer for him. The transition isn't without its challenges, but Good Foot has been setting him up for this new independence for years through the very nature of his job. By learning how to be autonomous and problem solve on the road, **Good Foot has taught him so many professional skills that are easily transferred over to his personal life.**

Our family loves Good Foot, and I feel a great sense of pride in seeing how invested Alan is in his work. He's such an advocate for Good Foot, and every time he meets someone new he tells them about his Courier job, hands over his business card, and asks them to send things through the delivery service. **I would send things to the ends of the world with Good Foot just to keep the business running and ensure that Alan can keep working.**

It's just been such an amazing fit. Good Foot isn't tokenistic in their hiring of people like Alan; they aren't trying to fill a quota by hiring from the neuro-diverse community. **Good Foot is an organization that really works to position inclusion at the centre of their business model.** I'm sure there must have been growing pains to make it work, but it really should be held up as a model for other organizations.



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Alan's Family Part Two

Good Foot isn't hiding the fact that they hire from the neuro-divergent community. They don't hire people as a courtesy or as charity. **The Couriers are really good at their jobs, and they really care about their work.** Putting people like Alan out in the community as ambassadors of the Good Foot brand is an incredible way to break down barriers in the perception some people have of the neuro-diverse community. Sometimes people might be alarmed by behaviours that they don't understand, but if you see someone like Alan wearing a logo from a business, it helps to assure them that the Couriers belong. Good Foot isn't about charity, it's about shifting the thinking on skill sets and abilities.

I've also been impressed by how Good Foot has made accommodations for Alan, and reinvented normal processes to fit for each individual, instead of demanding that people conform to a set of procedures. They've taken some of his natural skills, like his sense of direction and comfort with transit, and given him a space to shine and grow. He's a lot more confident now. **Good Foot has allowed him to take what he has and run with it, and celebrate all of the skills that he's developed.** Alan is totally different after all these years with Good Foot. He's always had friends, but at Good Foot, he's found a community who have really taken him in. He has this place now where he can go for belonging and support, and feel like he's at home. It's really special.

Good Foot is not a replaceable job. For Alan, it is his whole world, and his whole sense of belonging.

Alan has a supportive community at home, and plenty of other things on the go, but Good Foot has really become part of his identity. Good Foot needs to exist for Alan, especially in the way that we've come to know him. He's grown so much through his employment there; he's more mature, more confident and independent. This network has really become the most important piece in his life. **For him, Good Foot is everything.**

