

# DISABILITY INCLUSION MENU

*A selection of ways to explore and strengthen disability inclusion in your grant making, operations, and organizational culture.*

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## SNACKS

### GATHER

- Survey your grantees to learn what disability inclusive work they are already engaged in. Or you can analyze your grantmaking data to gather this information.
- Invite disability activists who are focused on the issues your foundation supports to share their work, challenges, and opportunities with your leadership and program staff.
- Undertake a disability audit of your recruitment, hiring, and retention practices, including reasonable accommodation policy and practices.
- Create a list of resources for staff related to operational inclusion and disability awareness, including statistics about disabled people as they relate to your current grant making priorities.

## APPETIZERS

### LEARN

- Conduct a disability awareness staff training, using off-the-shelf resources or by hiring an experienced consultant.
- Launch a community of practice, made up of staff who are interested in and knowledgeable about disability, to foster peer learning and inform institutional practice.
- Conduct a mapping analysis of disability inclusion at the intersection of one or more of your grantmaking areas, in order to identify ways to support both current and new grantees working to address disability inequality.
- Create opportunities for staff to identify as disabled. For example, survey staff about their disability status (with requisite privacy and HR protections) and invite staff to self-identify with peers, managers, and external partners, where interested and appropriate.
- Connect with and learn from academia focused on disability rights and justice.

## SPECIALS

### INVEST

- Join a collaborative disability justice fund to advance the rights of disabled people in the U.S.
- Leverage executive leadership to share your institution's commitment to disability inclusion internally and externally.
- Develop a long-term strategic plan to guide your disability inclusion efforts including targets, timelines, and a team to lead the work.
- Identify a target for your disability inclusion funding to measurably strengthen this work (i.e. 5 percent of funding, or a dollar amount).
- Pilot a program to provide grantees with capacity-building support to become more disability inclusive, in their operations or programs, or both.

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## MAIN DISHES

### **DIVE IN**

- To learn more, better understand the field, and get your toes wet, make a grant to one representative disability organization working on an issue your foundation funds.
- Research and establish a disability advisory board made up of people with disabilities to provide guidance, expertise, and lived-experience.
- Involve people with disabilities in convenings or other strategic discussions where programmatic agenda-setting occurs.
- Incorporate disability inclusion in strategy development so that people with disabilities are included in grant making approaches from the start.
- Organize and fund convenings, networking, and learning between disabled persons organizations and mainstream groups that you fund.
- Develop or fund evidenced-based data and research disaggregated by disability.
- Launch a learning series for your staff on disability and inclusion, looking at a mix of programmatic and operational issues.
- Support staff who self-identify to establish an employee peer group.

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## SIDE DISHES

### **REVISIT AND RETHINK**

- Review your grant making processes for accessibility and disability inclusion. Is your application accessible? Do you have funding criteria related to disability? Does your coding categorize disability beyond health and medical approaches?
- Ensure that disability inclusion is a criteria in any requests for proposals and grant making guidelines you develop.
- Discuss with grantees how their diversity, equity, and inclusion efforts consider disability (or don't), and how that intersects with ways other identity groups are considered.
- Ask the networks and collaboratives you fund about the participation of disability organizations, and how they might strengthen that participation.
- Review your external website, tweets, and other communications with an eye to understanding how those platforms and media can better include people with disabilities.
- Create or review event guidelines and practices to ensure that all events you sponsor or host are accessible to people with disabilities.
- Develop a procurement policy and practice that requires disability inclusion and accessibility.
- Assess and revise policies related to Family Medical Leave Act, hospice, daycare, and other accommodations to enrich benefits available to people with disabilities and their families.