

DISABILITY INCLUSION MENU

Explore disability inclusion in program, operations, and organizational culture.

Appetizers | GATHER

- Organize a disability training led by experienced, disabled consultants.
- Survey staff about current disability inclusion efforts.
- Invite disability leaders working in your community or on similar issues to share their work.
- Involve people with disabilities in convenings or other discussions.
- Collate resources for staff learning.
- Ask staff if they identify as disabled.

Side Dishes | RETHINK

Review strategies

Assess programs for inclusion and identify current and historical disability work.

Ask the question

Ask the networks and collaboratives you participate in about how they engage the disability community and how they might strengthen that participation.

Review communications

Review website, social media, etc. to identify ways to include diverse disabled people and strengthen accessibility.

Revisit procurement

Review procurement practices and consider criteria related to disability inclusion and accessibility.

Consider benefits

Assess and revise benefits available to staff with disabilities and caregivers.

Main Courses | DIVE IN

Disaggregated research

Disaggregate research by disability status to understand how disability connects to the organization's priorities.

Staff learning

Launch a learning series on different areas of disability inclusion. Start by showing "Social Justice: What's Disability Got to Do With It?" and use the discussion guide with staff.

Advisory group

Convene disability experts with personal and professional expertise to inform your approach.

Event hosting

Create or review event guidelines and practices to ensure inclusion and accessibility

Employment audit

Conduct an audit of recruitment, hiring, reasonable accommodation processes, and retention/promotion practices.

Staff affinity group

Support staff who self-identify as having a disability to establish an employee peer group.

Specials | INVEST

Map the connections

Conduct a mapping analysis of disability inclusion at the intersection of one or more of your priority areas.

Support learning

Launch a community of practice to foster peer learning and inform institutional practice.

Make a plan

Develop a long-term plan to advance disability inclusion with targets, timelines, and a budget.

Pilot disability approaches

Pilot a program or project that addresses disability and puts learning into practice.

Tell the disability story

Share your commitment to disability inclusion and connect it to your organization's mission.