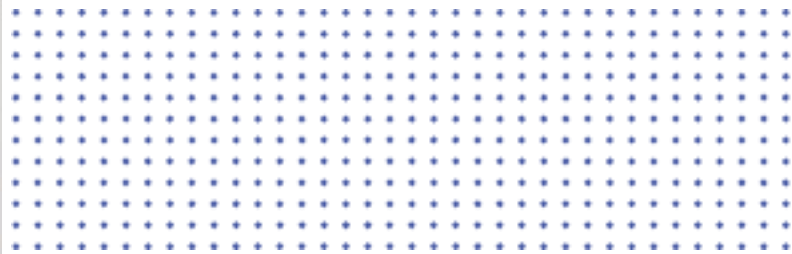




# CENTER FOR DISABILITY INCLUSION TRAINING OFFERINGS





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# INTRODUCTION



## Who We Are

Center for Disability Inclusion was founded in 2009 and is a leading national voice in advancing disability inclusion in the workplace and marketplace. We assist our partners in advancing disability inclusion by providing the business community with tools, resources, and solutions that drive employee hiring, engagement, and performance.

The CDI team of consultants have extensive experience in human resources, talent acquisition, employee communications, strategic planning, disability and diversity employment, disability advocacy, assistive technology (AT) and accommodation, accessibility and more.

## What We Do

- As thought leaders, connectors and facilitators, we continuously build on our expertise in advancing workplace disability inclusion.
- We deliver educational events and channels that expand the possibilities for disability inclusion.
- We create collaborative relationships with the business community and key stakeholders, including business leaders, HR, DE&I, Talent professionals and service organizations.
- We provide information and resources that drive talent acquisition, diversity supply chain and disability inclusion.
- We connect business partners at any stage of disability inclusion with thought leadership and solutions.



# CORE TRAINING



## **Disability Awareness Training**

**This is general awareness training and an excellent place for any company to start as you build a more inclusive work culture.**

Disability awareness is focused on building a foundation of mindfulness for attendees by using information on employment statistic for people with disabilities, a basic understanding of unconscious bias, myths and misconceptions about disability, accommodations, interview tips and disability etiquette. This training is designed for general employee training, newly hired employees and those responsible for diversity strategies within the company.

## **Reducing the Stigma of Mental Illness in the Workplace**

**A focus on mental health and how we can influence inclusion by reducing stigma.**

This training focuses on how we can influence change to reduce the stigma that many face who experience mental illness and provides an overview of how workplaces can be more inclusive. An estimated 1 in 5 adults in the U.S. experience a mental illness each year and while we may not always know it, every workplace has many employees who are experience mental health conditions. Attendees will learn basic mental health awareness, including myths and misconceptions about mental illness and strategies we can all implement to reduce bias and influence change in our work culture to reduce the stigmas of mental illness in the workplace.

## **Neurodiversity in the Workplace: What It Is and What It is Not**

**A dispelling of myths around neurodiversity and general awareness and how to build a more inclusive workplace.**

Neurodiversity is often misunderstood. This session provides a definition to understand how vast this type of disability is experienced by many. Awareness leads to knowledge and knowledge to action that can promote a more inclusive workplace. This also includes tips for embracing Neurodiversity in the workplace and best practice in supporting employees who are neurodiverse.

# CORE TRAINING



## **Be An Influencer: Your Role in a Disability Inclusive Culture**

**Develop skills in furthering disability inclusion, no matter what your role is.**

During this session we will establish a foundation in a common language around disability that will increase individual and collective confidence in discussing disability-related topics and elevate efforts to enhance disability inclusion in the workplace. We will share best practices for integrating elements of disability inclusion across operations and build a disability-inclusive culture for customers and the workforce. It will include a mix of presentation mediums and experiential learning. With our time together, attendees will have a broadened perspective of disability and be positioned to establish and elevate disability-inclusive practices across operational areas.

## **Language is the Foundation of Disability Inclusion**

**Learn where to start on building disability inclusion by developing a toolkit of language and terms to use.**

This session will establish a foundation in a common language around disability, increasing individual and collective confidence in discussing disability-related topics and elevating efforts to enhance disability inclusion in the workplace. It will include a mix of presentation mediums and some experiential learning activities. As a result of our time together, attendees will have a broadened perspective of disability and be positioned to develop strategies to advance disability inclusion within the organization and for customers served.

## **Event Accessibility**

**Disability Inclusion means ensuring disabled people can participate in all events. This is a first step into ensuring your events are welcoming and accessible to people with disabilities.**

This interactive session starts by building a foundation for the importance of inclusive events through a disability awareness lens. It then introduces considerations for planning and executing accessible meetings and events regarding best practices, environments, materials and technology. Because of our time together, attendees will better understand the components of accessible event planning and have increased confidence in planning inclusive meetings and events.

# ADDITIONAL TOPICS



## **Awareness, Language, and Tools: The Foundations of your Disability Inclusion Journey**

In this session participants will engage in activities and conversation that help increase their awareness about a Disability inclusive workplace, appreciate the power of inclusive language, identify tools available and assess their role in moving their company DEI strategy to the next level with the inclusion of Disability as a key pillar.

## **A Culture of Inclusion: Supporting Whole Person Needs**

The roles in our lives have rarely been siloed, and the increased shift to remote or hybrid work accompanying the pandemic has blurred those lines further. Balancing your work responsibilities with your household's and your own needs can get complicated – and overwhelming.

This session will examine the intersectionality of our roles in our lives and explore how we can support colleagues at all levels by being their authentic selves as part of a remote workforce and building empathy around likely unknown, shared experiences.

## **Integrating Disability into Your DEI Efforts**

In this interactive session, participants will engage in activities that help expand their understanding of the components of a disability-inclusive workforce, highlight the benefits for the company and community, and identify their role in moving their company DEI strategy to the next level with the inclusion of Disability as a key pillar. The session includes an Ableist Language Resource guide.

## **Designing for Inclusion**

To create environments and programs that are truly accessible for use by all, they must be designed using a lens that emphasizes the human experience (empathy) rather than limiting design decisions to the minimums regulated in ADA codes. This requires an understanding of the range of Disability categories, many of which are not addressed within ADA accessibility codes, as well as design principles that further inclusion in built environments and the programs or services provided within.

This training addresses true accessibility and inclusion in built environments by providing a comprehensive picture of disability categories, how decision making about the built environment can enhance or diminish the human experience and the responsibility of the design team to avoid design exclusion by integrating Universal Design and Inclusive Design Principles throughout their processes.

Additional resources available: Disability Inclusion Rubric and Inclusion Policy Guide.