

Mission Moments

Made Possible By YOU!

Edition 60, March 2021

The “Easy Button” for Inclusion

Tangram is on a mission to make inclusion of people with disabilities easier for businesses and organizations. Being intentional about disability inclusion can unlock a world of possibilities for businesses—from accessing new talent to reaching new markets. But organizations don’t always know where to start when it comes to achieving their disability inclusion goals— and that’s where Tangram comes in!

Knowing that building an inclusive community where everyone can thrive is essential to eliminating barriers to opportunity and independence faced by the people we serve, Tangram created our Business Services to help businesses become disability-confident.

Tangram has worked with for-profit and non-profit businesses, giving them the tools they need to embrace inclusion. By offering customized webinars, in-person and virtual trainings, and tailored strategies, we have helped businesses across Central Indiana successfully build disability into their diversity plans.

Some businesses may be overwhelmed by the thought of building robust disability inclusion plans, but Tangram’s Manager of Mission Advancement (and our in-house inclusion expert), Angela Vandersteen, wants decision makers and leaders to know that there are easy ways to get started on the path to inclusion.

“Most companies have the internal resources to start recruiting, hiring, and supporting people with disabilities in the workplace, in addition to supporting consumers. Where organizations usually need help is building external resources and their knowledge base. Tangram can make that part easier for businesses,” Angela explained.

In this time of remote work, Tangram created a six-part video series that businesses can purchase and use as part of their diversity initiatives. The series introduces topics such as disability awareness and etiquette, support and management strategies, increased job accessibility, and more!

Tangram has already used the videos with clients such as WFYI and The Indianapolis Public Library, and has partnered with DirectEmployers, an association for federal contractors, to make the videos



Tangram’s inclusion expert,
Angela Vandersteen

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EMBRACING DIVERSITY



available through their learning management system. "WFYI has had the opportunity to be trained by Tangram staff, helping us to understand how to embed the needs of persons with disabilities more deeply into our internal diversity and inclusion work. At the same time, their insights are helping us reach more intentionally into the community," reported Gail Thomas Strong of WFYI.

Tangram knows that more businesses will embrace disability inclusion efforts, especially when they realize the benefits of tapping into this underutilized talent pool.

"It's so encouraging to see leading organizations, like WFYI and The Indianapolis Public Library, including disabilities in their diversity efforts. In Indiana, individuals with disabilities represent nearly one-fifth of the population, so it's definitely important for businesses to think about how to include this group as both customers and employees. I think we'll start to see more and more businesses working toward thoughtful, intentional inclusion for people with disabilities, especially when they see how easy and beneficial it can be," said Lindsey Hill, Director of Mission Advancement for Tangram.

Disability Awareness Month is a great time to initiate disability inclusion efforts. Here are some resources to get your business started:

[Tangram Business Services Webpage](#)
[Tangram's Year-Long Plan for Disability Inclusion](#)
[Indiana Governor's Council for People with Disabilities](#)
[Indiana Disability History Project](#)
[ADA Indiana](#)
[Work to Include's Employer Toolkit](#)

Your donations advance inclusion in our community. Donate to Tangram: www.thetangramway.org/donate.