



3 WAYS FOR YOUR COMPANY TO CELEBRATE THE AMERICANS WITH DISABILITIES ACT

The anniversary of the Americans with Disabilities Act is celebrated each year on July 26th. Signed into law in 1990 by President George H.W. Bush, the ADA is a landmark civil rights legislation that prohibits discrimination against and protects the rights of individuals with disabilities to participate in all facets of American life.

Employment of individuals with disabilities has been making headlines in recent years as companies increasingly discover the benefits of recruiting qualified employees from this untapped labor pool. On this anniversary of the ADA, here are three ways that companies can highlight their diversity efforts and further build a culture of inclusion where the contributions of all employees are valued:

SHARE

Celebrate accomplishments and successes through stories. Share stories of your company's inclusion efforts and the positive results of these efforts, both internally and externally. This helps to foster positive change within your organization and promotes a positive brand identity to your external stakeholders and consumers.

EDUCATE

Provide training on disability awareness to all employees. As part of this training, include ways to help change misconceptions, assumptions, and fears and stigma associated with disabilities. By offering this training to employees at every level of your organization, you will reinforce your commitment to inclusion and build a more cohesive workforce.

INCLUDE

Involve employees with disabilities in all the processes that employees without disabilities are part of to create opportunities that build a stronger, more vibrant workforce within your company. For example—when changing policies, updating emergency preparedness procedures, or planning events (just to name a few), be sure to invite employees with disabilities to give input. This will ensure a well-rounded approach with many different perspectives and will help you consider options more thoroughly so that a universal path can be paved forward.

The ADA has empowered our nation to make significant progress over the last 29 years and has increased opportunities for our citizens. These simple steps, ones that can be taken by companies of any size, signal a commitment to inclusion and advance the spirit of the ADA in our workplaces.

If your company would like more information on best practices in disability inclusion, Tangram Business Resourcing offers customized disability inclusion training and consultation for businesses across the United States. Learn more at www.tangrambusinessresourcing.org or contact us at (317) 968-9024 or tbr@thetangramway.org.