



5 Fresh Strategies

For Advancing Your Company's Inclusion Initiatives Throughout the Year!

October is National Disability Employment Awareness Month, and we can all agree that it's great to have a yearly reminder about the importance (and benefits) of a disability inclusive workforce. But, let's be honest, just like those notorious New Year's Resolutions, your inclusion initiatives will wither and fade away if they aren't woven into the fabric of your organization and celebrated in various ways throughout the year.

Feeling unsure about where to begin? Don't worry! Here are five fresh strategies for highlighting and advancing your company's commitment to disability inclusion, no matter what month it is.

1. Communicate

Being transparent about your company's commitment to disability inclusion is the foundation for any successful inclusion initiative. Company-wide efforts should be communicated and embraced from the top down to demonstrate buy-in at all levels. Don't forget to include external stakeholders in your communication strategy. Ensure that consumers understand your company's connection to the disability community by including information about inclusion initiatives on your website, brochures, and other forward-facing materials.

2. Provide ongoing training

Be sure to provide ongoing disability inclusion training to all employees. Ensuring that your employees are comfortable interacting with their colleagues with disabilities will lead to more collaboration and productivity. Disability inclusion training helps to break down barriers and misunderstandings about disability so that your company can achieve a more cohesive culture. Tangram Business Resourcing offers live training and consultation to help kickstart disability inclusion initiatives and provides ongoing support and training through TBR University, our online learning management system.

3. Establish an Employee Resource Group

ERGs, as they are commonly known, provide support for employees with disabilities and a way for these employees to connect with their colleagues. ERGs can also be very helpful in maintaining momentum for disability inclusion efforts by engaging employees at multiple levels and can provide important feedback and ideas to help your company expand and enhance its inclusion initiatives.



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4. Actively Recruit Individuals with Disabilities for All of Your Positions

Individuals with disabilities have a place at every level of your organization. When recruiting for your open positions, keep in mind that “disability” encompasses a wide range of abilities, experience, skills, and education, which can help you fill positions from C-suite to entry-level. Furthermore, you may be surprised to learn that disabilities can be visible or invisible—ranging from someone who uses a wheelchair or is blind to someone who has diabetes or ADHD. For more best practices on recruiting and onboarding individuals with disabilities, check out TBR’s whitepaper, “Reimagining Diversity.”

5. Review and Revise Existing Policies and Procedures

If your company’s disability inclusion initiatives are new, it may be necessary to review certain policies and procedures. For instance, do your company’s emergency preparedness procedures include provisions for any employees with sensory or mobility disabilities? Do you have policies that outline how employees can request accommodations? Regardless of whether you have an intentional inclusion initiative, these policies and procedures are essential to have in place.

Employing these five strategies throughout the year will help take your inclusion initiatives to the next level and build and sustain a culture of inclusion. Implementing these strategies this October is a great way to celebrate National Disability Employment Awareness Month, and by the time next October rolls around, you will be able to celebrate your company’s successes!

Tangram Business Resourcing’s team of consultants offer customized disability inclusion solutions for businesses across the U.S. To learn more about Tangram Business Resourcing, please visit www.tangrambusinessresourcing.org.