

8 Things You Can Do Today to Make Your Organization More Disability Inclusive

1.

Add inclusion to your mission, vision, or values.

Show your current and prospective employees that you are fully committed to diversity, equity, and inclusion by mentioning them prominently in your organizational values.

2.

Encourage job applicants to request accommodations.

Add a short statement to all recruitment and onboarding materials that explicitly displays your willingness to provide necessary changes and accommodations. Include multiple forms of contact information for technical assistance, questions, or comments.

3.

Learn and practice inclusive language.

Many terms and colloquial expressions belittle or generalize the disability community and diminish the value of individual personhood. Learn the guidelines for respectful workplace language. One place to start is The Diversity Movement's one-hour course on [*Inclusive Language: Driving a Culture of Belonging*](#).

4.

Make information and systems fully accessible.

We recommend starting with the U.S. government's Accessibility for Teams website at <https://accessibility.digital.gov>, which offers a quick-start guide for embedding accessibility and inclusive design practices into your workflow. For personalized recommendations and a detailed review of your existing assets, consider a [digital accessibility review](#) like those offered by Ablr.

5.

Establish mentorship for new hires.

Mentorship is one of the most effective diversity initiatives, helping new employees get up to speed faster and feel an immediate sense of welcome and belonging that improves retention and workplace satisfaction. Remember, mentors do not necessarily have to come from within your organization. Consider partnering with other organizations and people you admire.

6.

Start an employee resource group (ERG).

ERGs create diversity champions at every level of the organization. These voluntary, employee-led groups have been proven to increase employee engagement, equity, and inclusion. You can even create one before you hire an employee with a disability by gathering allies to start the group and engaging outside advisors with disabilities in the interim.

7.

Highlight people with disabilities in your internal and external communications.

Amplify the voices and stories of your current employees by including them on your website, newsletters, job postings, training sessions, company blog, and marketing materials, but be careful to prevent tokenism and, instead, document authentic reflections and interactions among your employees.

8.

Commit to disability awareness and disability inclusion training.

Offer voluntary training to all employees with special attention to supervisors, managers, technology specialists, and human resource managers.