



July is
***Disability Pride
Month***



**DEI Cultural
Sensitivity Toolkit
for Disability Month**

www.diversityequalityinclusion.org

Introduction

Disability Month is a time dedicated to raising awareness about the challenges faced by individuals with disabilities and promoting the inclusion and equity of all people, regardless of their abilities. It's an opportunity to educate, inspire, and create environments where everyone feels valued and supported. This toolkit is designed to equip HR professionals, educators, community leaders, and diversity officers with the tools they need to promote disability inclusion and equality. With a focus on education, awareness, and actionable strategies, this toolkit will help you foster a culture that values and supports all individuals, regardless of ability.

Audience

This toolkit is intended for:

- **HR Professionals:** To implement inclusive policies, ensure compliance with legal standards, and create supportive work environments for employees with disabilities.
 - **Educators:** To build inclusive educational spaces that accommodate and empower students with disabilities.
 - **Community Leaders:** To engage in and support disability-inclusive practices within community programs and initiatives.
 - **Diversity Officers:** To lead and advocate for diversity, equity, and inclusion with a focus on disability rights and awareness.
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Intended Actions

- 1. Developing and Implementing Inclusive Policies:**
 - Review and update existing policies to ensure they are inclusive of individuals with disabilities.
 - Implement clear procedures for requesting and providing reasonable accommodations.
 - Ensure that all policies comply with the Americans with Disabilities Act (ADA) and other relevant legislation.
- 2. Conducting Accessibility Audits:**
 - Regularly audit physical spaces, digital platforms, and communication tools to ensure they are accessible to all.
 - Engage with individuals with disabilities to gather feedback on accessibility and identify areas for improvement.
 - Create an action plan to address any identified gaps in accessibility.

3. **Facilitating Ongoing Education and Training:**

- Provide regular training for all staff on disability awareness, inclusive communication, and the importance of diversity.
- Offer specialized training for HR professionals and managers on supporting employees with disabilities.
- Encourage self-directed learning through webinars, courses, and literature on disability rights and inclusion.

4. **Building Partnerships with Disability Advocacy Organizations:**

- Collaborate with local and national disability advocacy organizations to support your efforts in creating inclusive environments.
- Partner with these organizations for events, training sessions, and awareness campaigns during Disability Month and beyond.
- Consider participating in or sponsoring events that promote disability inclusion and awareness in the community.

Resources with Links

External Organizations:

- [Americans with Disabilities Act \(ADA\)](#)
Comprehensive information on the ADA, including legal guidelines, resources, and support.
- [Disability Rights Education & Defense Fund \(DREDF\)](#)
A leading national civil rights law and policy center dedicated to advancing disability rights.
- [National Organization on Disability \(NOD\)](#)
A nonprofit organization that promotes the full participation and contributions of America's 61 million people with disabilities.
- [Job Accommodation Network \(JAN\)](#)
Expert guidance on workplace accommodations and disability employment issues.
- [DisabilityIN](#)
A global organization dedicated to advancing disability inclusion in business.

Internal Resources:

- **HR Contacts:** Information on key HR representatives who can assist with disability-related concerns and accommodations.

- **Employee Resource Groups (ERGs):** Details on ERGs for employees with disabilities and their allies, including meeting times and leadership contacts.
- **Mental Health Services:** Information on counseling services, support groups, and other mental health resources available to employees.

Continuing Education:

- [Webinars and Online Courses on Disability Inclusion](#)
A selection of online courses and webinars focused on disability rights, inclusion, and advocacy.
- **Books and Literature on Disability Rights**
A curated list of books that explore the challenges and triumphs of the disability rights movement.

Conclusion

This toolkit is designed to be a practical and dynamic resource for promoting disability inclusion within your organization and community. By taking these intended actions and utilizing the resources provided, you can contribute to a more equitable and inclusive environment for all.



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