SWITCHING LANES: EMBRACING INCLUSION AND ACCESSIBILITY FOR ALL WORKERS

Adam and Regina Lane



"YOU ARE OKAY AND YOU WILL CONTINUE TO BE OKAY."

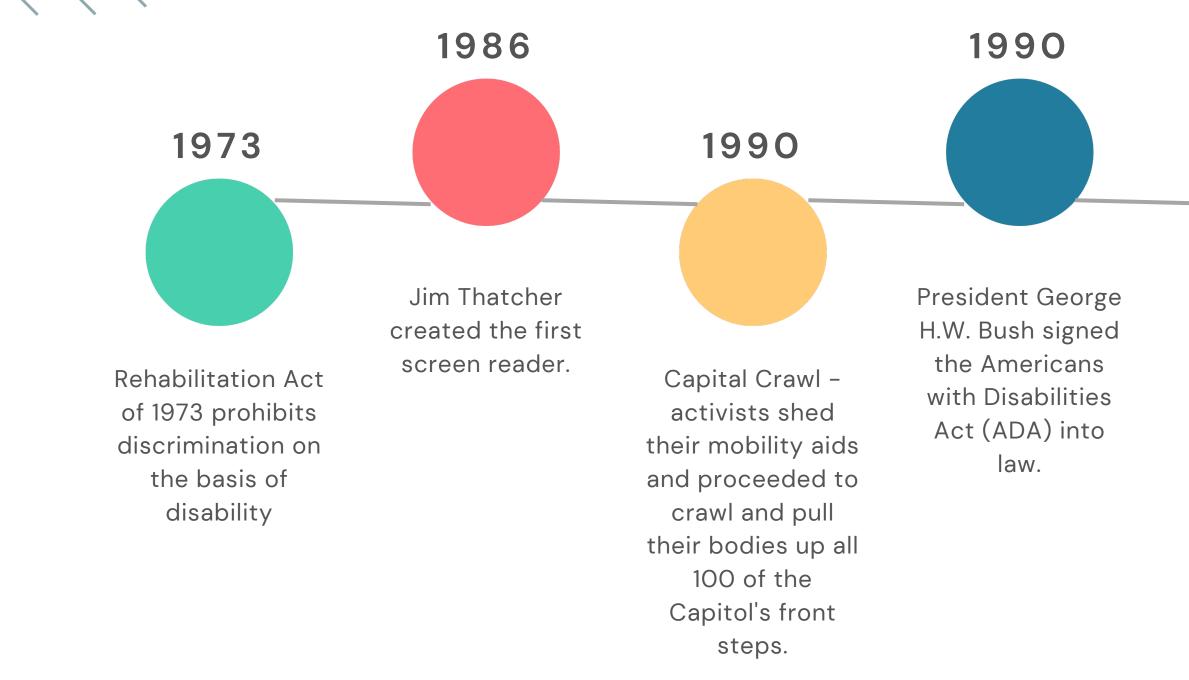
It started on Hinge and ended at Freezing Cow



UNDERSTANDING DISABILITY IN THE WORKPLACE



A BRIEF TIMELINE...





2004

1992

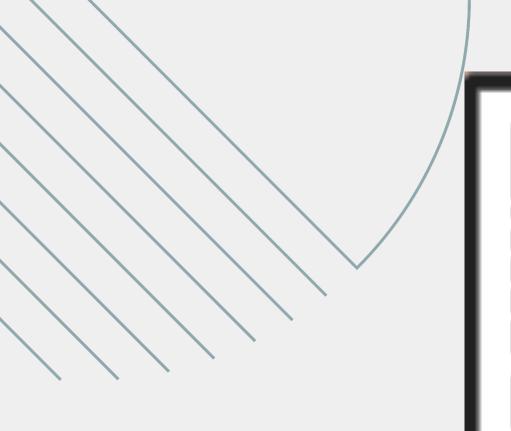
The annual observance of the International Day of Disabled Persons was proclaimed in 1992,

The United States first Disability Pride Parade was held in Chicago in 2004.

CHALLENGES FACED BY DISABLED WORKERS









What are some of the biggest challenges faced by disabled workers?

GOTO

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SUPPORTING DISABLED WORKERS







PHYSICAL ACCESSIBILITY

Difficulty in accessing buildings, workspaces, or using standard office equipment.

TECHNOLOGY BARRIERS

Inaccessible software or hardware.

DISCRIMINATION AND BIAS

Prejudice from employers or colleagues.

REASONABLE ACCOMMODATIONS

Employers failing to make reasonable adjustments to the work environment.

INADEQUATE SUPPORT

Lack of support systems or resources to assist disabled workers.





Difficulty in finding employment or being underemployed.

workplace.

General lack of awareness or understanding of disabilities among colleagues.

LEGAL CHALLENGES

Difficulty in navigating or enforcing disability laws and rights.

MENTAL HEALTH STIGMA

Stigmatization of mental health conditions.

Feeling isolated or excluded in the

PHYSICAL ACCESSIBILITY

Make sure that accessibility is apart of your plan from the beginning and throughout.

TECHNOLOGY TOOLS

Making sure website and screens are accessible by using modern tools

INCLUSION FOR ALL

Be aware of your own biases and work to disrupt them

REASONABLE ACCOMMODATIONS

Most accommodations are very affordable and easy to install.

ADEQUATE SUPPORT

Most benefit packages include services for disabled. HR is your friend.

EMPLOYMENT OPPORTUNITIES

Disabled workers are loyal, hard-working and excellent problem solvers.

MAKE NEW FRIENDS

Invite a coworker to lunch or coffee to learn more about each other.

AWARENESS

Do your own research and learn more about their disability.

LEGAL PROTECTIONS

Don't be afraid to use your voice. You have rights in the workplace.

MENTAL HEALTH SUPPORT

Normalize talking about mental health.



Share strategies they've seen or used to support disabled colleagues.





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ESSENTIAL ELEMENTS FOR INCLUSION









ACCESSIBILITY

Ensure that physical spaces, digital platforms, and communication methods are accessible to everyone, regardless of their abilities.





Wheelchair ramps

Accessible websites

OPEN DIALOGUE AND COMMUNICATION

Create a safe space where all employees feel comfortable sharing their experiences, challenges, and suggestions without fear of retribution.

Establish an ERG

Create a town hall series

ACCOMMODATION **AND FLEXIBILITY**

Provide reasonable accommodations and flexible work arrangements to meet the unique needs of each employee.

Offer remote work options

Specialized equipment

EDUCATION AND TRAINING

Educate employees and management about diversity, equity, and inclusion, including the specific needs and challenges faced by disabled workers.

Unconcious bias training

Google is your friend



Really, it's okay to ask.









HOW TO FIND US



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THANK YOU





Download key takeaways from today's presentation.

Now, go be great!



