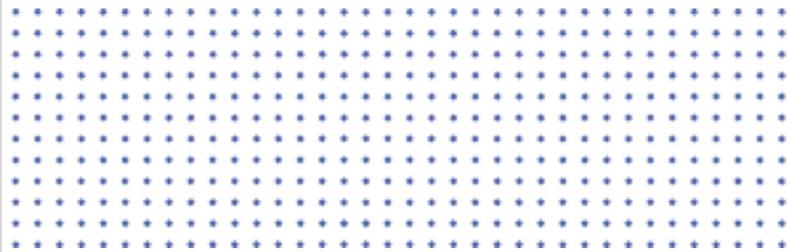




# CENTER FOR DISABILITY INCLUSION TRAINING OFFERINGS





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# INTRODUCTION



## Who We Are

We streamline the path to disability inclusion with practical tools, expert guidance, tailored strategic plans and a hands-on approach that integrates your disability inclusion efforts with your company's goals to achieve meaningful impact that aligns with your company's values. With our support you can confidently lead initiatives that boost employee engagement, improve retention and enhance internal and external brand reputation.

## Leadership

The CDI team is comprised of subject matter experts in human resources, talent acquisition, supplier diversity, employee communications, employment law, strategic planning, ADA compliance, disability employment, disability advocacy, assistive technology, accommodation, accessibility, lived experience and allyship.

## What We Do

- As thought leaders, connectors and facilitators, we continuously build on our expertise in advancing workplace disability inclusion.
- We deliver educational events and network opportunities that expand the possibilities for disability inclusion.
- We create collaborative relationships with the business community and key stakeholders, including business leaders, HR, DE&I, Talent professionals and service organizations.
- We provide information and resources that drive talent acquisition, supply chain diversity and disability inclusion.
- We connect business partners at any stage of disability inclusion with thought leadership and solutions.





## Foundational Disability Awareness Training

This is a general awareness training and an excellent place for any company to start as you build a more inclusive work culture.

Foundational disability awareness is focused on building a baseline of mindfulness for attendees by using information on employment statistic for people with disabilities, a basic understanding of unconscious bias, myths and misconceptions about disability, accommodations, interview tips and disability etiquette. This training is designed for general employee training, newly hired employees and those responsible for diversity strategies within the company.

### **WHAT OTHERS SAY:**

*"I co-lead an employee resource group at a healthcare tech start-up and we were looking for an organization to partner for disability training. We found the Center for Disability Inclusion and just by the number and granularity of the training they showed, I knew this was an organization we wanted to engage with. They helped us understand which training would be best and answered questions about partnerships. The training itself was amazing and the response from our peers was incredible. From the training validating their own feelings or realizations about disabilities to answering questions about stigma and helpful language tips, I would recommend this training to any company at any stage."*

**Bri Young, Lead of Data Operations, Artera**

*"Your training webinar on "Celebrating Difference Through Disability Awareness" aligned perfectly with our company's diversity, inclusion, and equity initiative! We had a record number of employees attend who learned about how to respectfully engage with and respond to disability in the workplace."*

**CrossFirst Bank**

*The Center for Disability Inclusion was the featured Disability Awareness Month speaker at our law firm and provided uplifting, educational and practical information about how to recognize the many essential contributions that the disability community has made to the workforce and beyond. Nearly 100 attendees learned about the history of disability inclusion, the spectrum of disabilities and common myths, and provided practical tips and strategies for creating a more inclusive workplace..*

**Vanessa Vaughn West (She, Her, Hers), Director - Diversity & Inclusion, Lathrop GPM LLP**



# CORE TRAINING



## Disability Awareness for Managers

This is an intermediate level training that assumes a general level of disability awareness with elevated content that focuses on topics and workplace considerations for managers as they hire, support, retain and foster advancement opportunities for their employees with disabilities.

In addition to an overview of statistics and disability biases that impact the workplace for people with disabilities, this training delves into best practices and tips for disability etiquette, inclusive language and communication practices, accommodations, interviewing and more.

## Reducing the Stigma of Mental Health in the Workplace

**A focus on mental health and how we can influence inclusion by reducing stigma.**

This highly interactive training focuses on how we can influence change to reduce the stigma faced by many who experience mental illness and provides an overview of how workplaces can be more inclusive. Attendees will learn basic mental health awareness, gain a better understanding of way that words and actions in the workplace shape workplace culture and strategies we can all implement to reduce bias and influence change in our work culture to reduce the stigmas of mental illness in the workplace.

### **WHAT OTHERS SAY:**

*"The training the Kansas City FBI received from Center for Disability Inclusion was very insightful. Information was presented in a clear and easy to understand manner and the team's ability to answer questions during the Q&A segment showed that no question could stump you and spoke to your extensive knowledge within the disabilities community. I would recommend this training to all organizations."*

**Steven Miller, FBI Diversity & Inclusion Coordinator**

*"The amount of positive feedback we have received from our associates from this session is outstanding! The presentation created a safe space for everyone to ask questions, share experiences and help guide next steps for specific situations. It was a great way to influence change and grow allyship in this space. We came away with a better understanding of mental health conditions and tools to guide our conversations with more inclusive language going forward. I highly recommend CDI for training and education for inclusion in the workplace."*

**Jana Egan HR Consultant | Talent Acquisition, Mutual of Omaha**

# CORE TRAINING



## Understanding Neurodiversity in the Workplace

A dispelling of myths around neurodiversity and general awareness and how to build a more inclusive workplace.

Neurodiversity is often misunderstood. This session provides definition to understand how vast this type of disability is experienced by many. Awareness leads to knowledge and knowledge to action that can promote a more inclusive workplace. This also includes tips for embracing Neurodiversity in the workplace and best practice in supporting employees who are neurodiverse. .

### **WHAT OTHERS SAY:**

*"At Commerce Bank, we want our team members to feel a sense of belonging. We often start important dialogue with education so we invited the Center for Disability Inclusion to present a workshop "Neurodiversity in the Workplace: What It Is and What It is Not." They debunked myths and bias around neurodiversity, provided information on building a more inclusive workspace and tailored the content to our needs. The session sparked meaningful conversations and is helping us explore how we can build a more inclusive workplace."*

***Lacy Haden-Peaches, Senior DEI Program Manager, Commerce Bank***

## Embracing Neurodiversity in the Workplace

This is an intermediate level session that goes beyond general awareness of neurodiversity and focuses on best practices and strategies to create a more neuro-inclusive workforce.

Neurodiversity is often misunderstood, and thus the benefits of embracing neurodiversity as a strength within the workforce are often missed. This interactive session includes tips for embracing Neurodiversity in the workplace and uses case studies, scenarios, discussions and other mediums to present best practices for supporting employees who are neurodiverse for increased retention, workplace culture, business outcomes, and many strategic advantage businesses can experience.



## **Be An Influencer: Your Role in a Disability Inclusive Culture**

**Develop skills in furthering disability inclusion, no matter what your role is.**

During this session we will establish a foundation in a common language around disability that will increase individual and collective confidence in talking about disability related topics and elevate efforts to enhance disability inclusion in the workplace. We will share best practices for integrating elements of disability inclusion across operations and build a disability inclusive culture for patients, families and the workforce. It will include a mix of presentation mediums and experiential learning. With our time together, attendees will have a broadened perspective of disability and be positioned to establish and elevate disability inclusive practices across operational areas.

## **Language is the Foundation of Disability Inclusion**

**Learn where to start on building disability inclusion by developing a toolkit of language and terms to use.**

This session will establish a foundation in a common language around disability that will increase individual and collective confidence in talking about disability related topics and elevate efforts to enhance disability inclusion in the workplace. It will include a mix of presentation mediums and some experiential learning activities. As a result of our time together attendees will have a broadened perspective of disability and be positioned to develop strategies to advance disability inclusion within the organization and for customers served.

## **Event Accessibility**

**Disability Inclusion means ensuring disabled people can participate in all events. This is a first step into ensuring your events are welcoming and accessible to people with disabilities.**

This interactive session starts by building a foundation for the importance of inclusive events through a disability awareness lens. It then introduces considerations for planning and executing accessible meetings and events regarding best practices, environments, materials and technology. Because of our time together, attendees will better understand the components of accessible event planning and have increased confidence in planning inclusive meetings and events.

### ***WHAT OTHERS SAY:***

*"Our team was very impressed by your training. It was a wonderful primer on context and baseline information that was important for us to know, and then the practices you shared were so actionable. This will really help us advance our planning in service to attendees – and hopefully some of our work and learning can be a resource for our members and partners. Your expertise and partnership is MUCH appreciated!"*

***Bridget McGuiggan, Chief Strategy Officer, Council of Michigan Foundations***

# ADDITIONAL TOPICS



## **Accommodation Viewed Through an Equity Lens**

Most workplace accommodations have little to no cost, presenting opportunities for requests to inspire disability inclusive best practices. Viewing accommodation and through an equity lens allows you tap into a broader talent pool and to better support your current disabled workforce. This session will inspire a shift of mindset around accommodations and consider the employers perspective on how to turn an accommodation request into a best practice to impact disability inclusion in workplace culture.

## **A Culture of Inclusion: Supporting Whole Person Needs**

The roles in our life have rarely been siloed, and the increased shift to remote or hybrid work that accompanied the pandemic has blurred those lines further. The balancing act of managing your work responsibilities with your household's, and finally your own needs can get complicated – and overwhelming.

This session will peer into the intersectionality of the roles we hold in our lives and explore the ways we can support colleagues at all levels with being their authentic selves as part of a remote workforce and build empathy around, likely unknown, shared experiences.

## **Designing for Inclusion**

To create environments and programs that are truly accessible for use by any and all, they must be designed using a lens that emphasizes the human experience (empathy) rather than limiting design decisions to the minimums regulated in ADA codes. This requires an understanding of the range of Disability categories, many of which are not addressed within ADA accessibility codes, as well as design principles that further inclusion in built environments and the programs or services provided within.

This training addresses true accessibility and inclusion in built environments by providing a comprehensive picture of disability categories, how decision making about the built environment can enhance or diminish the human experience and the responsibility of the design team to avoid design exclusion by integrating Universal Design and Inclusive Design Principles throughout their processes.

Additional resources available: Disability Inclusion Rubric and Inclusion Policy Guide.

# ADDITIONAL TOPICS



## **Integrating Disability into your DEI efforts**

In this interactive session participants will engage in activities that help expand their understanding of the components of a Disability inclusive workforce, highlight the benefits for the company and community, and identify their role in moving their company DEI strategy to the next level with the inclusion of Disability as a key pillar. Session includes an Ableist Language Resource guide.

## **Half-Day Master Class (in-person only, 4 hour)**

### **Disability Inclusion Journey: Leveraging Individual Influence for Collective Impact**

This dynamic half-day learning experience empowers individuals and departments to take actionable steps toward fostering disability inclusion in the workplace by diving deeper into the culture of the organization and barriers at an individual impact level.

The first half of the day establishes a foundation, exploring how disability inclusion influences every facet of business operations, from hiring practices to customer engagement. The second half of the day dives deeper by assessing participants' current understanding and efforts in disability inclusion, providing clarity on their starting point. Participants will then transition into action planning, using practical resources and tools to identify opportunities for impactful change. The program culminates with a focus on leveraging each attendee's unique role and influence to drive meaningful progress, elevate inclusion efforts within their teams, and contribute to creating a more accessible and equitable workplace culture.

Materials include a workshop booklet that includes:

- Company Iceberg identity worksheet
- Action Plan sheet
- Tour Action plan sheet
- Personal Iceberg Identity worksheet
- Action Plan sheet
- Build your company disability inclusion wheel

# ADDITIONAL TOPICS



## CDI On-demand

CDI offers a number of self-paced on-demand courses for training at your own pace. More information and course purchasing options can be found at [{insert link}](#). Current library of topics includes:

- Event Accessibility
- Foundational Disability Awareness
- Understanding Neurodiversity in the Workplace

**Training can be delivered virtually or in-person, unless otherwise stated.**

**The investment for training depends on delivery virtually or in-person and length of session. Bundle pricing is available for 3 or more training sessions.**