

Disability Ally Action Steps

4 simple actions to be more inclusive and welcoming to people with disabilities in your workplace

Start with person-first language

Use "person with a disability" or "person who uses a wheelchair" instead of "disabled," "handicapped," or "wheelchair-bound."

Prioritize accessibility throughout the workplace

Consider incorporating accessibility in all areas of the workplace. Make documents, slide decks, and PDFs screen-reader friendly. Add good color contrast that is easy to see. Create captions for marketing videos. Plan meetings and events that are fully accessible - including features like ramps and accessible bathrooms nearby.

Speak out against misinformation and bullying

There's frequent grotesque behavior that people don't speak up against. If someone makes a comment that it's better to be dead than disabled or that disabled people are brave and courageous, say something. If you see people being ignored or isolated, make a sincere effort to include them.

Advocate for a formal commitment from senior leadership

Connect with like-minded colleagues to form a disability advocacy group. Speak to your diversity, equity, and inclusion officer. Write a joint letter to your senior leadership asking for their open commitment to disability inclusion. A public statement about disability inclusion from the CEO goes a long way to helping people with disabilities feel welcome.