

# How to Build an Inclusive Business Culture



## Actionable Ways to Create Equitable Employment for People with Disabilities

Building a disability-inclusive workplace culture enables your organization to reach a large pool of talented workers. By implementing these six actionable tips, your organization can recruit, hire, retain and advance workers with disabilities at all levels:

### 1 Updating Missions and Policy



Make equal employment opportunities for people with disabilities part of your company's strategic mission and diversity, equity, and inclusion (DEI) policies.

### 2 Building Supportive Teams and Education



Build teams of allies to support the recruiting, hiring, and advancement of people with disabilities. Provide regular training on disability-related issues to all personnel.

### 3 Focusing on Recruitment and Accessibility



Recruit applicants with disabilities through community partnerships and build a hiring process that gives equal access to those with disabilities.

### 4 Incorporating Retention and Advancement



Create an effective promotion policy that includes disability as a positive selection factor. This ensures your valued employees with disabilities are motivated to succeed.

### 5 Providing Reasonable Accommodations



Establish a policy that provides workplace flexibility and accommodations for all applicants and employees, **with and without disabilities.**

Research found that half of all workplace accommodations cost nothing and resulted in increased productivity.

### 6 Ensuring Accountability



Establish a system for identifying, monitoring, and reporting progress towards achieving diversity goals related to hiring and advancing people with disabilities. Merely setting goals and establishing regular measurement intervals will help you reach them!