

10 TIPS

for Inclusive Attitudes



Inclusive attitudes are the foundation of a truly accessible and equitable workplace.

By challenging unconscious biases, valuing diverse experiences, and fostering a culture of respect, we can remove barriers that may hinder the full participation of people with disability. These tips will help you create a more welcoming environment, build stronger teams, and unlock the potential of all employees.

1. Listen and learn

The best way to support your team?
Ask about their workplace needs:

- Actively listen to employees about their needs and experiences.
- Avoid making assumptions and recognise that each person's experience is unique.

2. Lead by example

Change starts at the top:

- Ensure leadership actively promotes and models inclusive behaviours.
- Celebrate diversity and inclusion as core organisational values.

3. Create safe spaces

Foster an environment where everyone feels psychologically safe:

- Encourage open dialogue about disability and accessibility.
- Establish a zero-tolerance policy for discrimination and harassment.

4. Challenge the stereotypes

Don't let unconscious bias cloud your judgement:

- Focus on a person's abilities rather than perceived limitations.
- Recognise that disability doesn't define a person or their potential.

5. Embrace the social model

Move beyond the limitations of medical and charity models of disability to embrace a more empowering perspective:

- Adopt the social model, which recognises that disability often results from environmental and attitudinal obstacles, not personal conditions.
- Consider the human rights model, which views disability as a valued aspect of human diversity.

6. Education is key

Building disability confidence is a significant factor when it comes to breaking down barriers:

- Provide disability awareness training for all employees.
- Include information on visible and non-visible disabilities.
- Encourage employees to grow their confidence by mentoring people with disability.

7. Flexibility is your friend

One size doesn't fit all when it comes to work practices:

- Be open to flexible working arrangements and workplace adjustments.
- Recognise that adjustments often benefit all employees, not just those with disability.

8. Mind your language

Words matter. Choose language that respects and empowers:

- Respect individual preferences; some people prefer identity-first language (e.g., "disabled person") while others prefer person-first language (e.g., "person with disability").
- Use clear, direct language; avoid euphemisms like "differently-abled".
- When in doubt, simply use a person's name and focus on their individual needs.

9. Spotlight success

Visibility matters in changing perceptions:

- Highlight the achievements of employees with disability.
- Share stories that challenge stereotypes and reflect that people with disability can be in every layer of an organisation.

10. Build inclusive teams

Diversity in your workforce brings strength:

- Actively recruit and promote people with disability at all levels.
- Ensure diverse representation in decision-making processes.

Cultivating inclusive attitudes creates a ripple effect, fostering a sense of belonging, boosting morale, and driving innovation through diverse perspectives.

Get in touch to learn more about how you can create a more inclusive and accessible workplace culture.

