



Disability Awareness – Working with People with Disabilities

Description: This class offers an introduction to essential topics such as misconceptions and realities of working with people with disabilities; the business case for hiring people with disabilities; resisting the urge to label; removing physical barriers at work; stereotypes; understanding communication in a diversity and disability context, and more. This class is rich with current content, and solutions to hiring and retaining disabled people in today's workplace.

Session One: Course Overview

Session Two: Defining Terms

- What are Disabilities?
- Finders
- Finders Debrief
- About Stereotypes
- Some Common Phrases and the Stereotypes Behind Them

Session Three: Misconceptions and Realities

- What Do You Think?

Session Four: A Business Case

- Getting Into It

Session Five: Dissecting Labels

- Giving Your Words Some Thought
- Being Practical
- Mingle with Me

Session Six: Accessibility

- Physical Access
- Barriers
- Case Studies

Session Seven: The Cornerstones of Diversity

- About the Cornerstones
- Knowledge
- Understanding
- Acceptance
- Behavior

Session Eight: Pre-Assignment Review.

- Reconnect: All Together Now.

Session Nine: Encouraging Diversity by Hiring

- Role Play
- What Can We Ask?
- What Can the Candidate Expect?

Session Ten: Using the STOP Technique

- The Four Steps
- Role Play
- Presentations

Session Eleven: Communication Essentials for Disability Awareness

- Ground Rules to Get Started
- Respecting Confidentiality
- Preparing Documentation

Session Twelve: Communication Styles

- Dichotomies in Theory
- Dichotomies in Action

Session Thirteen: Critical Conversations

- Introductory Elements
- Getting the Conversation Started
- Taking it One Step Further

Session Fourteen: How Do We Make It Happen?

- How Far Do You Go In Accommodation?
- Value of Job Shadows
- Workshop Wrap-Up