

Disability Inclusion in the Workplace

TRAINING

Skills and strategies to enable you to create an environment in your colleagues with a disability can thrive



Facilitated by
PRIYA SODHA
Executive Trainer & DEI professional

Online
Monday, November 25 & Tuesday, November 26, 2024



PUBLIC
SECTOR
NETWORK



Overview

Even though organizations may prioritize diversity as a top value, oftentimes people with disabilities receive little assistance. Welcoming people with disabilities in a workplace is important in building a diverse workforce and ensuring you are engaging all the talent you need to succeed.

Over the course of 4 modules:

1. Expanding awareness around disability inclusion
2. Creating inclusive hiring and retention practices centered around people with disabilities
3. Creating a culture of inclusion
4. Leadership, policies and best practices

You will take a deep-dive into creating a culture that invites, accepts and supports people with disabilities. The course will equip you with the strategies, tools and a mindset that you can bring into your workplace.

Whether you are just getting started in your diversity, equity, accessibility and inclusion career, managing staff or wanting to enhance your current practices, this training course is for you. Through a mix of learning modules, self-reflective and group exercises, this peer to peer learning environment will provide actionable steps designed to help you continue creating a culture of empathy and inclusion for all.

Learning Outcomes

- Increase your understanding of disability inclusion concepts
- Hone skills to facilitate relationships, promoting a culture that respects and supports individuals with disabilities
- Identify and address recruitment barriers, create inclusive job descriptions, and conduct interviews that promote diversity and inclusion for candidates with disabilities
- Learn to approach inclusion with empathy to improve retention of employees with disabilities
- Develop strategies empower leadership teams to foster a more inclusive organizational culture

Why Attend

- Define disability inclusion and its significance in the workplace.
- Provide practical strategies for creating an inclusive and supportive work environment
- Engage HR professionals and leadership in developing inclusive policies and practices

Meet Your **Facilitator**



PRIYA SODHA
Executive Trainer & DEI Professional

Priya Sodha, Executive Trainer & DEI professional, has been facilitating transformational workshops and trainings for organizations for over 10 years. She specializes in leadership development, communication, diversity, equity and inclusion, and people-focused leadership; and is passionate about this work because she truly believes in the human connection. Priya is the founder of The Empowered Managers Training Program, where early career managers go through a 6 month leadership program within their company.

Prior to corporate training, Priya earned her Masters in Organizational Change Management at The New School, in New York City, & her BA in Sociology at California State University of Long Beach, where she specialized in interaction and group relations. Her work has led her to serve as an Executive Director for the Youth Business Alliance & Director of Career Development at Calbright College.

In addition to her Masters, Priya is a Certified Professional Group Coach and holds a certificate in Effective Leadership at The Management Institute. She is also an active #IamRemarkable Facilitator, a Google initiative where she speaks on the topic of self-promotion for women in the workplace & most recently spoke at The Women of Silicon Valley Conference on Communicating with Confidence. In her most recent work with education-based colleges in CA, she was highlighted as a trainer “who cares about her participants, which is seen through her engaging content & applicable activities during her sessions.” Priya currently lives in Southern California. Fun fact: When Priya is not working, you can find her teaching Zumba/Yoga or playing with her pup, Zuri.

Preparation

This training session is highly interactive with group activities about and discussions throughout. Come prepared with some current challenges you are facing in your organization.

To participate you'll need:

- Computer with a camera and microphone
- Strong internet connection
- Quiet, well-lit space
- An open mind and readiness to engage both internally and in groups

What your peers are saying about PSN's training

“The instructor was very knowledgeable and skilled at presenting the information in a digestible and relatable way. “

“Priya was excellent. She provided real life examples that helped explain the concept.”

“It covered a good number of very relevant topics with enough depth and opportunities to discuss and practice.”

“Course content was relevant, presenter was knowledgeable and pleasant.”

Explore the Agenda

Monday, November 25, 2024

1:00pm ET Welcome and Introductions

1:05pm ET Overview, Objectives and Outcomes, Ice Breaker & Creating a Safe Space in the Group

Module 1: Expanding Awareness Around Disability Inclusion

1:20pm ET **An introduction to Diversity, Equity, Accessibility and Inclusion**

- Definitions and key terminology
- Barriers to creating an inclusive environment for people with disabilities
- Self-reflective activity

2:05pm ET **Culture of Disabilities**

- Types of disabilities
- Facilitating relationships

2:50pm ET Break

Module 2: Creating Inclusive Hiring and Retention Practices Centered Around People With Disabilities

3:20pm ET **Recruitment and Hiring**

- Hiring for Inclusion: Recruitment barriers and opportunities
- Job descriptions and interviews

4:05pm ET **Retention: The Journey Towards Inclusion**

- Understanding the needs of your staff
- Benefits of inclusive workplaces
- Leaning in with empathy

4:50pm ET Closing Remarks

5:00pm ET End of Day 1

Tuesday, November 26, 2024

1:00pm ET Welcome and Recap

1:05pm ET Overview, Objectives and Outcomes, Ice Breaker & Creating a Safe Space in the Group

Module 3: Creating an Inclusive Culture For People With Disabilities

1:20pm ET **Inclusive Practices: Creating a culture that considers accessibility and needs**

- Creating a welcoming environment
- Accessibility in disability inclusion

2:05pm ET **Self-reflection and Group Activity**

2:50pm ET Break

Module 4: Leadership in Disability Inclusion

3:20pm ET **Creating buy-in from leadership**

- Gathering data and collecting staff needs
- Communicating within the organization and needs

4:05pm ET **Policies and Practices**

- Holding ourselves accountable
- Resources, templates and accessibility strategies

4:30pm ET **Self-reflective Closing Activity**

5:00pm ET End of Day 2