

INCLUSIVE WORKPLACES

COMMUNICATION

Increase employees' knowledge and awareness about the words they use, and how to promote respectful communication.

SUPPORT

Provide opportunities for employees to receive support with unique challenges they face in the workplace. This could be from a supervisor, a peer, or HR.

ACCESSIBLE BUILDINGS

Complete a walk through assessing how accessible the space is. Is equipment within reach? Are conference rooms able to be used by everyone?

WORKPLACE TECHNOLOGY

Ensure employees are aware of any applications, equipment, or resources available to them that could enhance their performance or productivity.

INCLUSIVE POLICIES AND PRACTICES

Audit your policies and procedures to ensure you complete day to day business in the most inclusive way possible. Is there anything in place that could be revised and made more accessible?

MARKETING MATERIALS

Review your website and/or marketing materials to determine if your image projects a welcoming environment for all people and abilities.

PARTNERSHIPS

Make connections with local advocacy groups to learn from members in their own voice and from their own perspective.

MENTORING

Offer opportunities for people from underrepresented groups to pair up with a mentor that can help them gain skills to advance their career.

CONNECT WITH US

For more information about inclusive workplaces, please contact Ashley Oolman at aoolman@lifeworks.org or 612-695-2289.

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This information can be made available in an alternate format upon request. Our TTY phone number is 651-365-3736. Lifeworks is an Equal Opportunity Employer.

Lifeworks

A nonprofit serving people with disabilities



INCREASING INCLUSION

Increasing inclusion in the workplace can feel overwhelming. There are so many places to begin, and choosing a starting point can be a hurdle. To the left are some easy ways to foster an inclusive environment within your workplace.

ABOUT LIFEWORKS

Lifeworks is a nonprofit organization founded in 1965 by parents of children with disabilities. Through Fiscal Support, Employment, and Day Services - as well as through partnerships with 400 businesses - Lifeworks provides support more than 2,700 individuals with disabilities and their families throughout the Twin Cities and greater Mankato area.