

*Together,*  
*We Are Unified Work.*

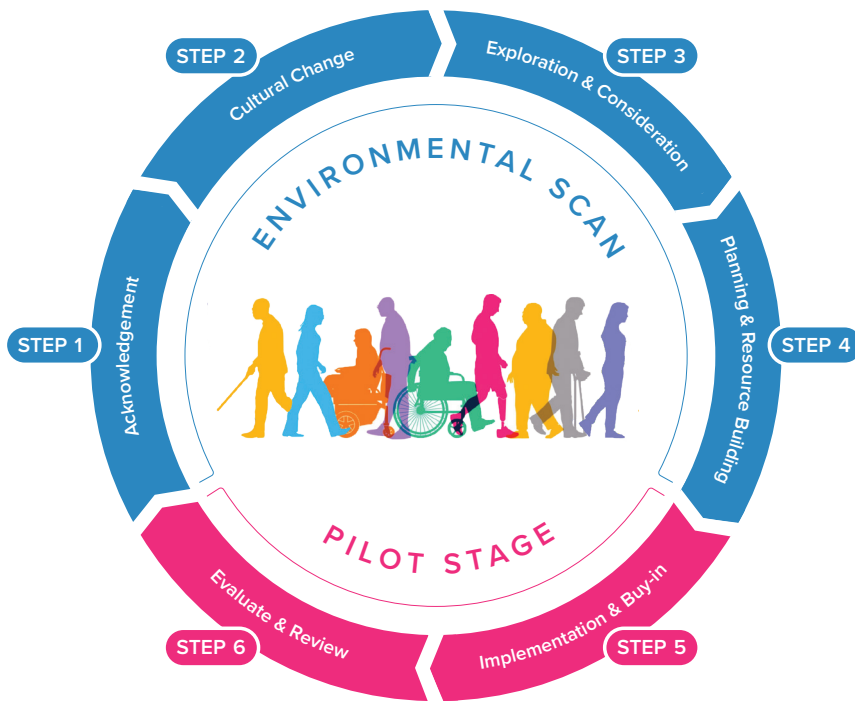
Our **DIFFERENCES** make us **STRONGER**;  
inclusion makes us better.



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# Unified Work

## Employment Model



A **framework of components** to be used by companies to advance employment for people with disabilities.

## ENVIRONMENTAL SCAN

### STEP 1

#### Acknowledgment

Business desires to increase diversity, equity and inclusion (DEI) that empowers people with disabilities.

- What is your organization's vision?
- What are the business drivers to do it?
- Who are the champions to get the effort off the ground?

### STEP 2

#### Cultural Change

Creating a workplace that empowers all people and embraces equity.

- Inspire awareness and buy-in.
- Train and educate on Universal Design.
- Consider establishing an Employee Resource Group (ERG).

### STEP 3

#### Exploration & Consideration

What are best practices? What are other companies doing?

##### Explore available resources.

- Employer Assistance and Resource Network
- Office of Disability Employment Policy
- Job Accommodation Network (JAN)
- Disability:IN

##### Develop partnerships.

### STEP 4

#### Planning & Resource Building

What are the goals of your organization and what resources do you need?

- Identify department opportunities and understand assistive technology and applications.
- Identify and mitigate challenges that could disrupt the effort.
- Find Internal Mentors.

## PILOT STAGE

### STEP 5

#### Implementation & Buy-in

Draft and develop the implementation plan; who, when, where, how. Or determine pilot.

- Define jobs/descriptions and hire for fit.
- Secure buy-in and establish initial goals.
- Track hiring and retention metrics.
- Identify training and education needed for supervisors and peers.

### STEP 6

#### Evaluate & Review

Evaluate and review the cultural change and implementation model.

- Identify successes and challenges.
- Refine targets/metrics and establish next steps.



Together, we are committed to Diversity, Equity and Inclusion in a workplace that empowers people with disabilities.

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Employer Assistance and Resource Network – [www.askearn.org](http://www.askearn.org)

Office of Disability Employment Policy – [www.dol.gov/odep](http://www.dol.gov/odep)

Job Accommodation Network – [www.askjan.org](http://www.askjan.org)

Disability:IN – [www.disabilityin.org](http://www.disabilityin.org)

DPI Staffing – [www.dpistaffing.com](http://www.dpistaffing.com)



**Special Olympics**  
Minnesota

