Together,

We Are Unified Work.
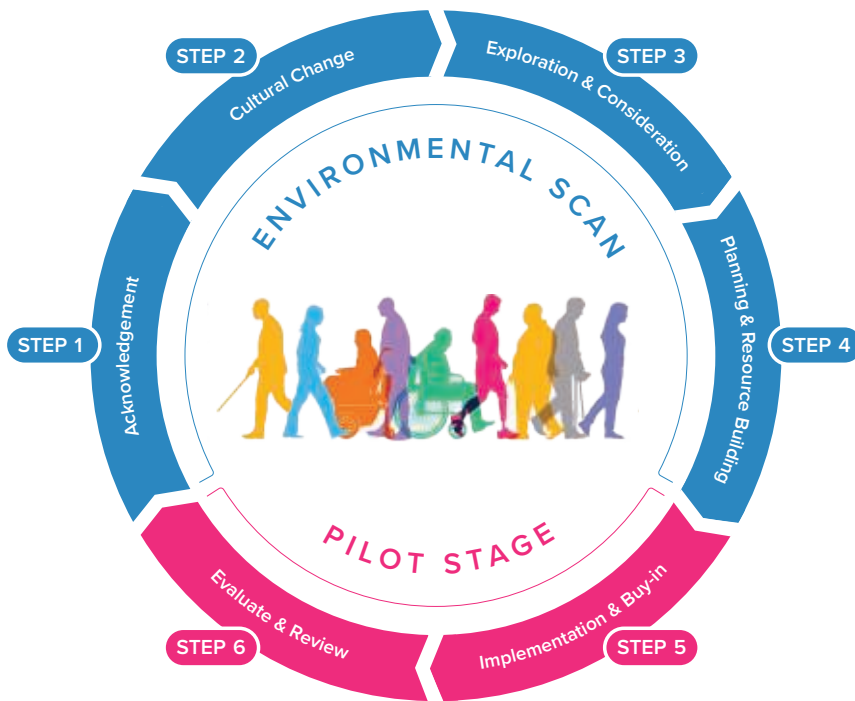
Our **DIFFERENCES** make us **STRONGER**;
inclusion makes us better.

Unified Work
Employment Model

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

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.

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.

#UNIFIEDWORK

Employer Assistance and Resource Network – www.askearn.org

Office of Disability Employment Policy – www.dol.gov/odep

Job Accommodation Network – www.askjan.org

Disability:IN – www.disabilityin.org

DPI Staffing – www.dpistaffing.com