

The Power of Inclusive Employment: Belonging, Relationships, and Community

This document talks about inclusive employment. This means including people with disabilities in the workplace.

This document will help employers. It will help them have a good relationship with disabled employees. This good relationship will help make the workplace more inclusive. It will help people with disabilities feel valued. It will help people with disabilities feel like they are part of the team.

Here are some ideas for employers. These ideas will help make their workplace more inclusive.

1. Relationships are important. Employers need to have a good relationship with their employees. This means they need to be accepting. This means they need to be supportive. This means they need to be encouraging.
2. Respect in the workplace is important. Employers need to respect their employees. This will set a good example. Employees need to respect each other. This will make employees feel supported. This will make employees feel included.
3. People need to feel like they belong. They want to feel like they are a part of the team. Training can help with this. Disabled employees may need a mentor. A mentor is like a teacher who helps employees learn their jobs. Make sure everybody has the help they need to do their work well.
4. Everybody has skills. Everybody can contribute. Find out what each employee is good at. Give them a job that matches their skills. Encourage them. Give positive feedback. Point out when somebody does a good job. Always look at the positive first.
5. Make an employee support plan. This is a plan that talks about who will help the employee if they need it. The employer, employee, and mentor should work together to make this plan. This will make sure employees have the work relationships they need.
6. Get to know your employees. Find out what they like. Find out what they are interested in. Help them meet other employees with similar interests. This can help people who are lonely.

7. Give everybody a role to play. Give everybody a chance to show their skills. Let employees do the things they are good at. This will make everybody feel appreciated.
8. Be sure to thank your employees for their work. This will make them feel like they belong. Tell employees you are grateful for their efforts. Get employees to work together.
9. Focus on mental and physical health. Suggest employees eat lunch together. Suggest employees exercise together. Create workplace activities to get people socializing.
10. Create workplace rules that help make positive relationships. Create workplace rules that make people feel like they belong. This will make the workplace a welcoming community.

Adapted from *John Lord* – www.johnlord.net