

## Disability Pride Month 2022 webinar package – content and costings

### **Celebrate Disability Pride Month July 2022 across your whole organisation with our in-house webinars.**

Adding to our portfolio of informative and engaging in-house packages, we have designed a suite for Disability Pride Month to create interest, highlight voices and raise awareness that can be delivered in house individually or as a package, by our expert consultant team.

Disability Pride Month is celebrated annually in July and originated in Boston, in the US, in 1990, to coincide with the Americans with Disabilities Act, passed on the 26<sup>th</sup> of July 1990, which prevents discrimination based on disability. Since then, Disability Pride Month has grown in popularity and is now celebrated across many cities annually around the globe.

Disability Pride Month is necessary because ableism is still a huge issue in society today and we've a long way to go. Celebrating Disability Pride Month means we combat ableism through celebrating disabled activism, disabled people's achievements, honouring the progress and resilience of the disabled community and remembering those who are no longer with us, while building a better future for disabled youth. We hope to share and demonstrate some of that activism in our webinars to better understand and support disabled colleagues and champion allyship within the workplace.

These webinars could be delivered during Disability Pride Month, or you could keep the conversation going within your organisation and schedule the webinars over a number of months – we can be flexible and are open to discuss your specific requirements.

#### ***What to expect:***

**Format:** Webinars with interaction on Zoom polls, Chat Box, Slido and Mentimeter

**Platform:** Zoom, Teams, or your preferred platform

**Number of attendees:** Maximum of 300. We can also record webinars so you can make them available to colleagues who were not able to attend.

**Length of individual webinars:** 1 hour

Disability Pride Month webinar content:

Webinar	Content
<p>1) Introduction to Disability</p>	<p>According to the ONS, in 2020, only 52% of disabled people were in some form of employment, and this number has decreased from previous years. Now, more than ever, it is critical that employers and their staff understand the importance of creating inclusive systems, processes, environments and behaviours to tackle disability exclusion.</p> <p>Through interaction and discussion, we will develop our understanding of what a disability is, and how we can challenge and change the narrative that exists around disability.</p> <p>We will explore:</p> <ul style="list-style-type: none"> <li>• Language and terminology around disability and impairments.</li> <li>• The medical and social models of disability.</li> <li>• Structural, environmental and team considerations for supporting disability inclusion.</li> <li>• True disability allyship – a look at what we can do to encourage, champion and foster inclusion in the workplace.</li> </ul>
<p>2) Supporting Disabled People in the Workplace</p>	<p>Supporting disabled people in the workplace is essential to an inclusive culture. Organisations and line managers must be confident, effective and efficient in providing and maintaining support to enable disabled people to stay in work, fulfil career ambitions and feel included.</p> <p>We will explore:</p> <ul style="list-style-type: none"> <li>• What types of support a disabled employee may need</li> <li>• The legal requirements of Reasonable Adjustments including what is ‘reasonable’</li> <li>• How to implement support and adjustments</li> <li>• Where organisations can get external support when required</li> </ul> <p>NB: This webinar is aimed at line managers, HR managers and diversity and inclusion professionals to equip them in making disability inclusion a reality.</p>
<p>3) The Activists Challenging Ableism</p>	<p>Ableism affects the disabled community both in the workplace and in their daily lives. In this webinar we’d like to explore some of the barriers that disabled people face, and who within the community is challenging this. Who are the changemakers that are fighting today and what impacts will there be as a result?</p> <p>We will explore:</p> <ul style="list-style-type: none"> <li>• Why do we need disability activism?</li> </ul>

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	<ul style="list-style-type: none"> <li>• Current campaigns</li> <li>• Activists you should pay attention to</li> <li>• What changes can we expect to see in the near future and what their impact might be</li> </ul>
<p>4) Neurodiversity in the workplace</p>	<p>Neurodiversity refers to the virtually infinite neuro-cognitive variability within Earth’s human population. It points to the fact that every human has a unique nervous system with a unique combination of abilities and needs.” (definition by Judy Singer, 1997) People’s brains work in many different ways. Neurodiversity as a concept helps us to see this difference as a natural part of humanity and moves us away from stigmatising disability. Neurodiversity was originally coined to describe autistic people, but usage has broadened to include ADHD, dyslexia, dyspraxia, dyscalculia, Tourette’s syndrome, and chronic mental health conditions such as bipolar disorder and schizophrenia. We will explore how we can all make the work environment inclusive for all neurodivergent colleagues.</p> <p>We will explore:</p> <ul style="list-style-type: none"> <li>• What is Neurodiversity - definitions and language</li> <li>• How neurodivergent employees might be impacted in organisations</li> <li>• What people and organisations can do to be more inclusive of Neurodiversity</li> </ul>
<p>5) Supporting Parents and Carers of Disabled People in the Workplace</p>	<p>When we talk about the topic of disability, we should also take time to recognise and gain understanding of those supporting people with disabilities and long-term health conditions. Especially family and close friends who spend time caring for a disabled person. The challenges for these individuals are often overlooked in the workplace, but we know that caring can have a huge impact on a person’s working and personal life. Carers have developed a whole range of skills that are an asset to any organisation, and we should focus on how we can support, retain and uplift carers in the workplace.</p> <p>What we will learn:</p> <ul style="list-style-type: none"> <li>• Gain a deeper understanding about the context of caring in the UK</li> <li>• Learn about the impact that caring can have on individuals both in and out of the workplace</li> <li>• Discuss considerations which should be given and support that can be offered to colleagues who are carers</li> </ul>

Webinar	Content
6) Understanding Sensory Disabilities	<p>Sensory disabilities are thought to affect up to 1 in 6 people. That means it's highly likely that you already work alongside someone who has a sensory disability, whether you know it or not. Sensory disabilities can affect sight, hearing, smell, touch, taste, spatial awareness and processing of senses, or a combination of these and can present in a variety of ways. Sensory disability can also be a characteristic for some neurodivergent people as part of their neurotype or condition. Having a sensory disability can present many barriers in a working environment that hasn't been designed to accommodate disabilities, therefore, colleagues should be increasing awareness, understanding, and making accommodations where possible to allow those with a sensory disability to work to the best of their ability in a safe and comfortable environment.</p> <p>We will explore</p> <ul style="list-style-type: none"><li>• What sensory disabilities are, what is included under the umbrella of 'sensory disability' and a look at terminology</li><li>• The medical vs the social model of disability and the impacts/outcomes of these models on disabled individuals in society</li><li>• Challenges and barriers a sensory disability can present in the workplace or in a working environment</li><li>• What sensory disability inclusion looks like in the workplace through accommodations and allyship</li><li>• How to start inclusive conversations about a sensory disability to ensure that you understand needs and can support those needs through action</li></ul>

Many organisations have found that following this awareness raising colleagues want to progress the conversation internally and benefit from having a safe place to talk and share experiences. Inclusive Employers can help facilitate this through our Listening Circles. If you are interested in this and are a member please speak to your account manager or get in touch [here](#)

Members also have access to our [Disability Guides Series](#) which can be found in the resources of the Member's area of the website and [other disability content](#).

## Inclusive Employers – Disability Pride Month webinar package

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### Disability Pride Month webinar package costings:

	Members price excl VAT	Non-members price excl VAT
Individual webinar, including design, delivery and recording	£750	£800
Package of 2 webinars	£1,500 (£750 per webinar)	£1600 (£800 per webinar)
Package of 3 webinars	£1,950 (£650 per webinar)	£2,100 (£700 per webinar)
Package of 4 webinars	£2,600 (£650 per webinar)	£2,800 (£700 per webinar)
Package of 5 webinars	£3,250 (£650 per webinar)	£3,500 (£700 per webinar)
Package of 6 webinars	£3,300 (£550 per webinar)	£3,600 (£600 per webinar)

### How to book your Disability Pride Month session:

Members, please speak to your Account Manager.

Non-members, please get in touch [here](#) for more information.