



Is Your Business Ready?

Six things to consider before launching or expanding a disability inclusion initiative.

PURPOSE: We know what we want disability inclusion to accomplish—for people and the business.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

LEADERSHIP: We have someone positioned to champion the effort and remove barriers.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

HIRING: We understand whether candidates with disabilities can successfully find and navigate our hiring process.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

WORKPLACE: We've considered what happens after hiring—from onboarding and training to accommodations, policies and practices.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

MANAGERS: Our managers have the skills and tools to successfully manage a broad range of employees.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

SUCCESS: We know what success looks like beyond the number of people with disabilities hired.

☐ Yes ☐ Somewhat ☐ Not Yet ☐ Not Sure

What Did You Notice?

Pay attention to your Somewhat, Not Yet, and Not Sure answers.
These are your opportunities..

What Will Success Look Like?

If hiring people with disabilities is your goal, how will you know your effort is actually successful?

Choose three outcomes that matter most to your organization.

- | | |
|--|--|
| ☐ Access to Talent | ☐ Attendance |
| ☐ Onboarding & Training | ☐ Safety |
| ☐ Productivity | ☐ Manager Effectiveness |
| ☐ Retention | ☐ Employee Experience |
| ☐ Advancement | ☐ Other _____ |

For each of the three you selected, ask:

WHERE ARE WE TODAY?

WHAT WOULD BETTER LOOK LIKE?

HOW WILL WE KNOW?

Readiness isn't about having every answer. It's about knowing where you're starting, what you're trying to accomplish, and what may need attention along the way.

Want help figuring out where to start? Let's talk!