# 10 Tips for Inclusive Attitudes

## Inclusive attitudes are the foundation of a truly accessible and equitable workplace.

By challenging unconscious biases, valuing diverse experiences, and fostering a culture of respect, we can remove barriers that may hinder the full participation of people with disability.

These tips will help you create a more welcoming environment, build stronger teams, and unlock the potential of all employees.

### Listen and learn

The best way to support your team? Ask about their workplace needs:

* + Actively listen to employees about their needs and experiences.
	+ Avoid making assumptions and recognise that each person’s experience is unique.

### Lead by example

Change starts at the top:

* + Ensure leadership actively promotes and models inclusive behaviours.
	+ Celebrate diversity and inclusion as core organisational values.

### Create safe spaces

Foster an environment where everyone feels psychologically safe:

* + Encourage open dialogue about disability and accessibility.
	+ Establish a zero-tolerance policy for discrimination and harassment.

### Challenge the stereotypes

Don’t let unconscious bias cloud your judgement:

* + Focus on a person’s abilities rather than perceived limitations.
	+ Recognise that disability doesn’t define a person or their potential.

### Embrace the social model

Move beyond the limitations of medical and charity models of disability to embrace a more empowering perspective:

* + Adopt the social model, which recognises that disability often results from environmental and attitudinal obstacles, not personal conditions.
	+ Consider the human rights model, which views disability as a valued aspect of human diversity.

### Education is key

Building disability confidence is a significant factor when it comes to breaking down barriers:

* + Provide disability awareness training for all employees.
	+ Include information on visible and non-visible disabilities.
	+ Encourage employees to grow their confidence by mentoring people with disability.

### Flexibility is your friend

One size doesn’t fit all when it comes to work practices:

* + Be open to flexible working arrangements and workplace adjustments.
	+ Recognise that adjustments often benefit all employees, not just those with disability.

### Mind your language

Words matter. Choose language that respects and empowers:

* + Respect individual preferences; some people prefer identity-first language (e.g., “disabled person”) while others prefer person-first language (e.g., “person with disability”).
	+ Use clear, direct language; avoid euphemisms like “differently-abled”.
	+ When in doubt, simply use a person’s name and focus on their individual needs.

### Spotlight success

Visibility matters in changing perceptions:

* + Highlight the achievements of employees with disability.
	+ Share stories that challenge stereotypes and reflect that people with disability can be in every layer of an organisation.

### Build inclusive teams

Diversity in your workforce brings strength:

* + Actively recruit and promote people with disability at all levels.
	+ Ensure diverse representation in decision-making processes.

Cultivating inclusive attitudes creates a ripple effect, fostering a sense of belonging, boosting morale, and driving innovation through diverse perspectives. Get in touch to learn more about how you can create a more inclusive and accessible workplace culture.

For more information please visit: [**www.australiandisabilitynetwork.org.au**](http://www.australiandisabilitynetwork.org.au/)

This flyer was funded by the Australian Government, Department of Social Services as part of the Career Pathways Pilot grant.

© 2024 Australian Disability Network. This work is copyright. All rights reserved.