



# DISABILITY-FRIENDLY PLEDGE



**WE BELIEVE THAT AS A SOCIETY, WE CANNOT THRIVE UNTIL EACH AND EVERY ONE OF OUR CITIZENS HAVE THE SUPPORT AND ACCOMMODATIONS NEEDED TO FULFILL THEIR POTENTIAL.**

**WE RECOGNIZE THAT ABLEISM—THE SYSTEMIC STIGMA AND DISCRIMINATION AGAINST PEOPLE WITH DISABILITIES—IS A CORE BARRIER TO EQUITY AND INCLUSION.**

**WE COMMIT TO EMBARK ON A DISABILITY INCLUSION LEARNING JOURNEY, AND TO PURSUE THE FOLLOWING PRELIMINARY DISABILITY INCLUSION ACTIONS, WHICH WILL TAKE US BEYOND THE MINIMUM LEGAL REQUIREMENTS.**

**1. WE WILL HOLD OURSELVES ACCOUNTABLE AND WILL REPORT BACK TO THE SPECIAL NEEDS SUPPORT CENTER ON OUR PROGRESS YEARLY TO MAINTAIN OUR DISABILITY-FRIENDLY CERTIFICATION.**

**2. WE RECOGNIZE THAT THE PLEDGE IS JUST THE BEGINNING AND COMMIT TO A CONTINUING LEARNING AND IMPLEMENTATION PROCESS THAT WILL ADVANCE SYSTEMIC CHANGE WITHIN OUR FOUNDATIONS AND SERVE AS MODELS FOR DISABILITY INCLUSION IN THE BUSINESS SECTOR.**

**3. WE STRIVE FOR INCLUSIVE AND ACCESSIBLE SPACES AND EVENTS:**

**I. INCLUDE ACCOMMODATIONS LANGUAGE IN OUR SPACE.**

**II. INCLUDE ACCOMMODATIONS LANGUAGE ON INVITATIONS AND REGISTRATIONS FOR ALL EVENTS THAT WE HOST AND SPONSOR.**

**III. IN ADDITION TO THE EVENTS WE HOST AND SPONSOR, REQUEST THAT ACCOMMODATIONS LANGUAGE BE USED IN INVITATIONS AND REGISTRATIONS FOR EVENTS WE SPEAK AT AND CO-SPONSOR.**

**4. WE COMMIT TO CONDUCTING AUDITS AND CREATING IMPROVEMENT PLANS THAT WE WILL IMPLEMENT OVER TIME TO ENSURE THE ACCESSIBILITY AND DISABILITY INCLUSION OF:**

**I. EMPLOYMENT PRACTICES, ENCOMPASSING BUT NOT LIMITED TO OUR ACCOMMODATIONS, TALENT RECRUITMENT, AND RETENTION POLICIES.**

**II. FACILITIES, PROMOTING UNIVERSAL DESIGN WHENEVER POSSIBLE.**

**III. IN ACCORDANCE WITH THE MOST RECENT WEB CONTENT ACCESSIBILITY GUIDELINES (WCAG).**

**5. WE COMMIT TO INCLUDING DISABILITY EDUCATION IN DIVERSITY, EQUITY, AND INCLUSION TRAINING WITH OUR STAFF.**

**6. WE WILL INCORPORATE BEST PRACTICES FOR RECRUITING, RETAINING, AND PROMOTING STAFF WITH DISABILITIES, INCLUDING BUT NOT LIMITED TO ACCOMMODATIONS POLICIES, JOB DESCRIPTIONS, AND TRAINING OF HIRING MANAGERS.**

**SPECIAL NEEDS SUPPORT CENTER**

**SIGNATURE:** \_\_\_\_\_

**ORGANIZATION NAME:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_ / \_\_\_ / \_\_\_

