

# ADAPTING AN ABILITY INCLUSIVE MINDSET IN THE WORKPLACE

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*An Ability Inclusive Mindset (AIM) is a set of three core beliefs and behaviors that provide a blueprint for how to live an inclusive life. Use this checklist to apply ensure inclusivity in your workplace.*

- Accessible spaces are better spaces.** Consider where and how people will gather. This means creating an accessible physical or virtual space, but also accommodating diverse learning needs, being flexible with how people process and interact with content, and inviting people to safely share their access needs in advance of and during worktime.
- Inclusive activities are richer activities.** Consider how you'll communicate that all are welcome and engage and validate a diverse group of people and perspectives.
- All human lives have equal value.** Consider your assumptions and biases. Resolve to maintain an open mind, presume competence, and recognize the contributions of every individual.
- Intentional and creative planning.** Consider how you'll plan ahead to meet people's access needs and consider what universal supports you can put in place that will make the workplace and work processes more accessible for all.
- Risk taking.** Consider ways to encourage diverse views and perspectives, to navigate new (and possibly uncomfortable) areas of debate, and to engage and elevate the ideas of individuals who may typically occupy the margins.
- Demonstrating empathy.** Consider how you'll create norms that emphasize empathic interactions that take the feelings and dignity of all into account.

