

# PROMOTE INCLUSIVITY

10 TIPS FOR ALLIES OF PEOPLE WITH DISABILITIES  
FROM PEOPLE WITH DISABILITIES

IN HEALTH AND HUMAN  
SERVICES PROFESSIONS



## PROMOTE DIVERSITY

### 1. DON'T ASSUME

- Don't let your assumptions colour their professional competencies.
- There are many ways to care for clients.

### 2. RESPECT

- The unique contributions of all your colleagues.
- Provide opportunities for people to share their unique perspectives.

### 3. BE A ROLE MODEL

- Self-disclose if it is relevant.
- Declare yourself as an ally.

### 4. BE MINDFUL

- Learn how to make your materials accessible.

## SET THE TONE FOR INCLUSIVENESS

### 5. BE FLEXIBLE

- Respect the different ways things can be done

### 7. DON'T ASSUME

- Don't whisper. Ask up front "what do you need, and how can I help you?"

### 6. BE COMPASSIONATE

- But don't pity



### 8. ARRANGE A SAFER SPACE!

- Have a person or office that employees with disabilities can go to

### 9. PROVIDE SUPPORT

Health and human services programs tend to be demanding and competitive. Look for opportunities to support others and make gestures of belonging.

### 10. ADVOCATE

- For diversity in admission procedures.



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