

# Five Good Ideas<sup>®</sup>

## for disrupting ableism in the workplace

SEASON  
21

### Fran Odette and Sree Nallamothu

Wednesday, January 31, 2024 - 1:00 to 2:00 p.m.

How can we embed Accessibility in our EDI (Equality, Diversity, and Inclusion) work so our anti-oppression efforts foster belonging in our diverse workforce and reflect the values of intersectionality and disability justice? How do we do this work without creating increased stress and confusion among staff and board members?

While the Accessibility for Ontarians with Disabilities Act (AODA) is our benchmark for change, it won't need to be fully implemented until 2025. We can start now by shifting our organizational culture to ensure sustainable change. Start by recognizing the places we get "stuck." Organizations and non-profit agencies can and should apply access and inclusion principles to programming, board initiatives, and the general organizational culture. This will foster a commitment that goes beyond compliance and the checking off of boxes.

To help us get "unstuck," Fran Odette and Sree Nallamothu present five good ideas from their experience at the Toronto Neighbourhood Centres. Discover how you and your non-profit organizations can respond proactively to the need for an accessible workplace with integrity and accountability.

**Fran Odette** teaches in the School of Social and Community Services at George Brown College. She has 25+ years of experience in disability activism and education. Fran has made scholarly contributions to addressing inequities in health and anti-violence services for women and children living with disabilities.



**Sree Nallamothu** (she/her) is Co-Executive Director at the Toronto Neighbourhood Centres (TNC). She guides collective advocacy campaigns, peer-to-peer capacity building, innovative collaborations, and research in the areas of 2SLGBTQIA+ inclusion, Disability Justice, equity and belonging, and people-centred community development and civic engagement practices.



### Five Good Ideas

1. **Assume that anyone coming into your place is someone with a disability:** Adopt a proactive mindset toward accessibility.
2. **Inclusion is not about being nice:** Move beyond niceties towards purposeful and creative practices that challenge the charity narrative.
3. **Recognize language has impact:** Learn to recognize and disrupt ableist language and make an intentional shift towards inclusive and respectful communication.
4. **Embrace intersectionality:** Bring an intersectional lens to your Anti-Oppression work and clarify how this approach benefits your organization and its members.
5. **Make accessibility a core budget line:** Ensure change can be sustainable and that it goes beyond the bare minimum.

### Resources

- Autistic Hoya: [Ableism/Language](#)
- Video: [What is the social model of disability?](#)
- Workshop links: [Takeaways from TNC Disability Justice Conversation Series](#)
- Sins Invalid: [10 Principles of Disability Justice](#)
- Video: [Applying a Disability Justice Lens to Transform Work and Workplaces](#)

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## FIVE GOOD IDEAS

PRACTICAL STRATEGIES FOR NON-PROFIT SUCCESS

Edited by **ALAN BROADBENT AND RATNA OMIDVAR**

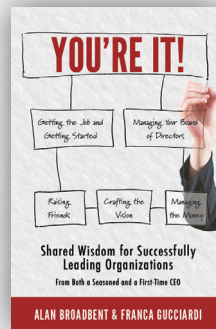
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