

Ingrid Palmer, IDEAL Chief Officer, Realize

Wednesday, September 25, 2024 - 1:00 to 2:00 p.m.

When a workplace is inclusive, both the organization and the employees thrive. The principles of IDEAL (Inclusion, Diversity, Equity, Accessibility, Leading to belonging) support the development of workplace cultures that nurture universal belonging and build the capacity of employers to effectively respond to the disparate experiences of persons with chronic and episodic disabilities. In this session, Ingrid Palmer, the Principal IDEAL Advocate at Realize, will share her five good ideas on the benefits of applying IDEAL principles in the workplace.

Five Good Ideas

1. Level up from IDEA to IDEAL. Belonging is complex yet essential to workplace cultures where everyone thrives.
2. Expand your understanding of disability to include episodic disability that has periods of wellness as well as times of illness, increased need, and requires flexibility.
3. Be aware of the nuances of intersectional barriers to employment. Everyone's experience is unique. Employees may be experiencing multiple barriers related to their identities including orientation, faithism, ageism, ableism and racism.
4. Accommodations benefit both the employer and the employee. When everyone is enabled to fulfill the requirements of their job, productivity and morale increases.
5. There is no end to IDEAL work. A commitment to ongoing and deeper conversation, reflection and implementation is what will make a difference.



Ingrid Palmer is an award-winning speaker, bestselling author, and holds the position of IDEAL (Inclusion, Diversity, Equity, Accessibility, Leading to belonging) Chief Officer at Realize. As a visually impaired former foster kid, Ingrid is committed to combating discrimination in all its forms, as well as driving systemic change and debunking myths and stereotypes of stigmatized identities. Ingrid's dedication is deeply rooted in her experiences of early childhood trauma, foster care, disability, and gender-based violence.



Resources

- The Job Demands and Accommodation Planning Tool (JDAPT) <https://aced.iwh.on.ca/jdapt>
- Ask JAN (Job Accommodation Network) <https://askjan.org/a-to-z.cfm>
- IDEAL Community Consultations Final Report www.realizecanada.org/documents/ideal-community-consultations/
- Workplace Disclosure Decision Guide for Employees <https://disclosureguide.realizecanada.org/>
- Online courses by Realize: <https://www.realizecanada.org/resources/education/>



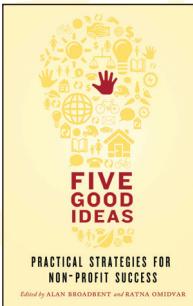
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FIVE GOOD IDEAS

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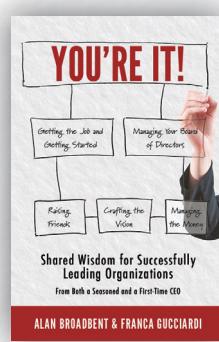
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