

ACTION KIT

EMPLOYMENT FIRST



EMPLOYERS

Commit to inclusion & **Pledge** to expect employment for all Arizonans

Know disability inclusion is more than checking a box but a sustainable workplace culture change

Recognize each job seeker & employee for their strengths & capabilities

Hire people with disabilities, including significant disabilities & **Pay** them a livable, equitable wage

Include positions with benefits (medical, retirement, PTO, etc.)

Lead your organization to create a culture of disability inclusion through policy change & training on ableism

Reach out & **Partner** with state agencies & community organizations for resources & support services

Let go of assumptions, fears & myths about hiring people with disabilities

Listen to job seekers & employees to understand their work experiences

Re-evaluate & **Modify** your hiring practices so they accurately highlight strengths & capabilities tapping into an untapped resource

Increase hiring efforts to include positions of leadership for people with disabilities

Create policies & procedures that include accessibility and inclusion

Ensure staff have resources & tools to support long term success of all employees

Be creative & open to required accessibility/accommodations of all employees

For more information, visit
<https://www.azapse.org>

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