

A Guide to Disability Pride



Your D+I

Under the Equality Act, a disability is defined as a condition that impacts an individual physically or mentally, causing a significant and enduring negative effect on daily activities.

- **Approximately one in five individuals in the UK live with a disability.**
- **Various types of disabilities affect people differently, with each color on the Disability Pride Flag symbolizing these distinctions.**
- **Ann Magill designed the Disability Pride Flag in 2019.**

The diagonal placement of colored stripes on the flag signifies how disabled individuals often have to navigate through societal obstacles.

What is Disability Pride?

Much like LGBT+ pride, disability pride is the celebration of the disabled community and their disabilities. It's all about disabled people feeling proud of being disabled and shedding a positive light on disability.

Disability pride also involves raising awareness. This means spreading the word about current issues affecting the disabled community. It also includes increasing the visibility of disabled people in society, especially through positive representation.

Disability Pride Month takes place in July and is a great time to celebrate disabled people in the workplace. However, disability pride should exist all year round. Consider celebrating in a way that will have an impact for the upcoming year.



Involve Disabled Staff

Your goal during Disability Pride Month should be to support the disabled people who interact with your business. This could be staff, clients or candidates applying for jobs. And who better understands how to support these people than they do?

There is a common phrase in the disabled community that goes 'Nothing about us without us'. This means that no policy about disabled people should be created without the input of disabled people, and it can apply to many other situations.

Start conversations with the disabled people within your organisation about what they would like to see and how you can best support them. If you do not currently have any disabled staff you are aware of, get outside opinions from people with disabilities.



Low-Cost Activities

- Ask if any disabled staff would like to volunteer to speak on their experiences, making clear that it is not compulsory.
- Share disability-related resources with your staff. This can be useful websites, podcasts and more. Keep reading this guide for suggestions.
- Have a viewing party of a selection of disability awareness videos and discuss what you learnt.
- If someone in your workplace can use sign language, see if they'd like to teach their colleagues a few basic signs.
- Audit your current policies to ensure they are inclusive for all, and create new, disability-inclusive policies.
- Encourage staff to attend disability-related webinars during work - there will be many free webinars during Disability Pride Month.



Invest in Training

When it comes to celebrating Disability Pride Month in the workplace, one of the best ways is through speakers and staff training. Hiring a speaker to talk about disability inclusion can have a lasting impact on how inclusive of disabled individuals your workplace is.

Hiring a disabled speaker to talk about disability inclusion means your business is also able to financially support a disabled person and benefit from hearing about their personal experiences.

Recommended trainers:

- Lexxic - neurodiversity training and other services.
- Enhance the UK - general disability training and other services.



Not Just July

Disability Pride Month takes place in July each year, but disabled people should be able to feel proud all year round. That's why we encourage businesses to think long-term when celebrating their disabled employees.

While it is great to host awareness activities during Disability Pride Month, consider also planning regular events throughout the year. This will ensure employees maintain their knowledge about disability and also helps your business avoid being a performative ally.

Ask your disabled staff and clients how you can better support them over the next year. This will help you create goals for being more inclusive of those with disabilities.



Disability Awareness
Resources



Your D+I

Websites

- Welcome to the Autistic Community - online book and resources on autism
- Unpacking Disability with Meriah Nichols - disability blog and resources
- Disability Matters - eLearning resource on disability
- Disability Rights UK - resources on disability
- Mencap - resources on learning disabilities

- Rooted in Rights - disability blog and videos
- Your D+I Resources Hub - diversity and inclusion resources and blog
- The ADHD Mini Coach Blog - blog on ADHD

Podcasts

- The Accessible Stall
- Down to the Struts
- Included: The Disability Equity Podcast
- Access All: Disability news and talk
- Diversitea



Video

TED Talks

- I'm not your inspiration, thank you very much - Stella Young
- Changing the way we talk about disability - Amy Oulton
- I got 99 problems ... palsy is just one - Maysoon Zayid
- When we design for disability, we all benefit - Elise Roy
- This is what it's really like to live with ADHD - Jessica McCabe

YouTube

- This is what people with ADHD want you to know - ADHD Couple
- 5 Things All Sighted People Should Know About Blindness! - Molly Burke
- 10 Disability Misconceptions - Jessica Kellgren-Fozard

Netflix


- Special
- Crip Camp



Get in touch!

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 Check out our free resources!



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