

An inclusive agency's staff...

- Do not make assumptions about the experiences of others
- See people with disabilities as whole people and do not reduce them to their disability or to an idea of what living with a disability must be like
- Do not assume the lives of people with disabilities are tragic
- Understand how the experience of disability / harm is created by our ableist language which shapes our ableist attitudes, which shapes our ableist behaviors and normalizing ableism in our policies
- Call other colleagues in when ableist comments are made, but do so:
 - At a time when the learning will be taken willingly
 - In a way that does not make a person with a disability the subject or object of the staff's learning when they have not chosen to do so
 - In a way that does not make a person with a disability more visible in an uncomfortable way (i.e. the staff weighs if it is appropriate to address the issue in the moment or to wait)
 - In a way where support is offered to the person who ableist comments were made towards
- Can support clients in learning and shifting their thinking when clients make ableist comments

Inclusive agencies...

- Provide members with training on ableism and disability justice that goes well beyond the basics and encourages critical evaluation of our current values, policies, and practices
 - This training is extended to every person in the organization, regardless of their role

Inclusive funders...

- Understand how ableism is created and perpetuated when services/programs for people with disabilities are separate from programs that may support individuals' other needs due to intersecting identities