

- Anti-Capitalist Politic is central to Disability Justice and social justice work

Inclusive agencies look like places where...

- People have the grace to be human, and employees are trusted to know what they need, so those needs are honored based fully on that trust
 - o Employees have the flexibility to work from home as needed, with flexibility for start times
 - o These are provided to everyone, regardless of disability status, and no documentation is required
- Work is balanced, and employees are seen as whole people who are much more than their work
 - o Priority is placed on ensuring work is completed well, rather than rigidly focusing on when and where it occurs
 - o Work is completed collaboratively, so that responsibilities do not fall to one person alone, and people can take time off regularly as needed / to engage with work in a sustainable manner
 - o If deadlines set by funders are not met, teams advocate for the wellbeing of their employees with the funder, allowing employees to take time to care for themselves rather than suffer through because they feel pressured to work at the expense of their health