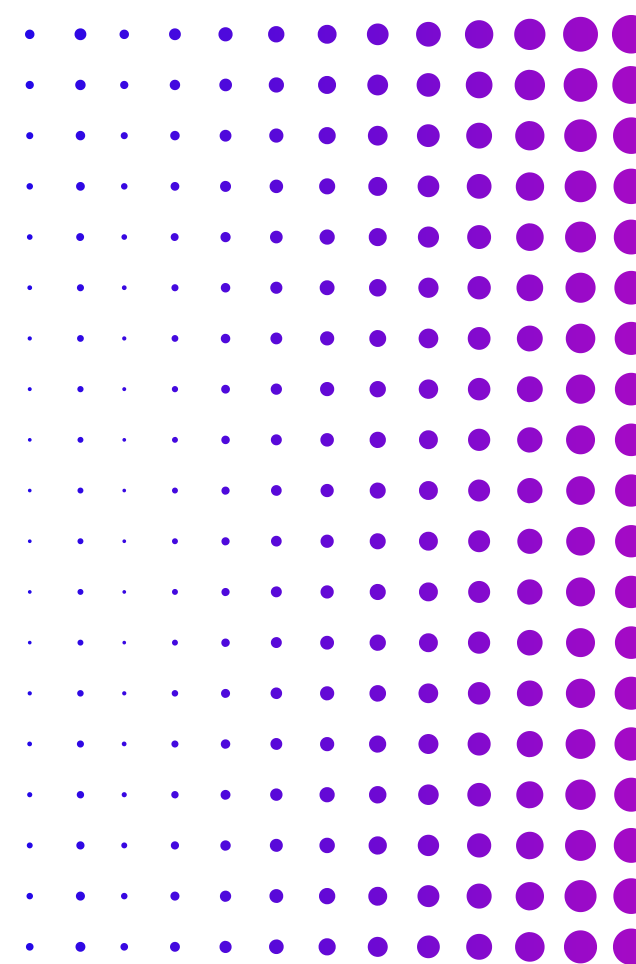


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Building A Thriving Disability Employee Resource Group

A Practical eBook

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Achieve Your Dreams

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Table of Contents

1. Why ERGs Matter in Workplace Inclusion
2. Understanding Disability in the Workplace
3. The Power of Peer Support
4. Step-by-Step Guide to Starting & Strengthening an ERG
5. Quick-Action Checklist
6. Real-Life Case Studies
7. Sustaining an ERG for Long-Term Success
8. Next Steps




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Why ERGs Matter in Workplace Inclusion

Employee Resource Groups (ERGs) provide a powerful way for workplaces to foster inclusion, advocacy, and support for employees with disabilities.

A well-supported disability ERG can:

- Foster belonging and connection for employees with disabilities.
 - Drive awareness and advocacy for accessibility in the workplace.
 - Influence company policies and workplace culture for the better.
 - Create leadership and career growth opportunities.
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Understanding Disability in the Workplace



Many employees with disabilities experience barriers that impact their ability to fully participate in their workplace.

Common Workplace Challenges:


- Lack of Awareness – Misconceptions and stereotypes can create biases.
 - Fear of Disclosure – Many employees hesitate to disclose their disability due to stigma.
 - Accessibility Barriers – Work environments may not be inclusive.
 - Social Isolation – Employees may feel disconnected without peer support.
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The Power of Peer Support

Having a strong peer support network in the workplace can:

- Provide emotional and professional support.
 - Help employees with disabilities feel valued and empowered.
 - Serve as an advocacy platform to influence policies.
 - Create safe spaces for discussions.
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Step-by-Step: How to Start & Strengthen a Disability ERG

1. Identify the Need: Determine interest among employees.
2. Gather a Core Team: Recruit employees with disabilities and allies.
3. Define a Mission & Goals: Set clear objectives.
4. Gain Leadership Support: Align the ERG's purpose with company values.
5. Create a Safe & Inclusive Space: Encourage open, judgment-free discussions.
6. Plan Engaging Activities: Organize training, guest speakers, and events.
7. Promote the ERG: Spread awareness via internal communication.
8. Gather Feedback & Adapt: Adjust based on member input.

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Quick-Action Checklist

- ☐ Join an existing disability ERG or start one.
- ☐ Encourage colleagues to participate and create a safe space.
- ☐ Educate yourself on disability inclusion & accessibility.
- ☐ Advocate for accessible hiring, training, and workplace adjustments.
- ☐ Speak up when you see barriers affecting employees with disabilities.
- ☐ Engage leadership by showing how inclusion benefits the organisation.

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Real-Life Case Studies

Case Study: How TaPABILITY Transformed
Inclusion in the Victorian Public Sector

- Background: The TaPABILITY ERG was formed to provide peer support and advocacy.
- Key Actions: Hosted accessibility audits, networking events, and training.
- Impact: Improved workplace accommodations and empowered employees.





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Sustaining an ERG for Long-Term Success

To keep an ERG thriving long-term, consider:

- Regularly checking in with members and adjusting goals.
 - Encouraging mentorship and leadership within the ERG.
 - Partnering with other ERGs or external disability organisations.
 - Seeking ongoing leadership support and funding.
 - Tracking progress and celebrating milestones.
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Next Steps

Disability inclusion is not just about policies—it's about creating real workplace belonging.

Employee Resource Groups (ERGs) offer a powerful tool to create an inclusive environment where everyone can thrive.

Download & Take Action Today!

Together, we can create workplaces where everyone thrives!

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