

# TRAININGS

**THINK+change TRAININGS** are in-person or online, small or large group, targeted educational opportunities on issues that directly impact people with IDD and those who care for and work with them.

## Disability in Society Education Series

Produced with support and cooperation from the [Colorado Cross Disability Coalition](#), **Disability in Society** Series begins with *Citizen, not just consumer*. We all belong to communities and as a member – a citizen -- of a community, we are part of something bigger than ourselves. Consumerism implies consumption without responsibility or relationship. People with disabilities want to and should be recognized and included as citizens.

**#ProudtobeFree #Vote4Medicaid**

Click the images below to view each segment.

Disability in Society Educational Series

### Citizen, not just consumer



We all belong to communities: our neighborhood, city, or country, for example. As a member - a citizen - of a community, we are part of something bigger than ourselves.



Citizenship implies that you are expected to own the problems of your community and accept that these problems can only be fixed with your and other citizens' involvement.



Consumerism implies consumption without responsibility or relationship. Through the lens of the consumer, there are only two ways to participate: buying or using "stuff". Consumerism encourages living in the "now" with things that enhance convenience.



Citizens demand that they be engaged. Participating as a member of my community, as a citizen of my community, means BEING the community that I want to see and be part of. Being a citizen is active!



Calling people with disabilities "consumers" implies that they simply consume and don't contribute. People with disabilities want to and should be recognized and included as citizens.

[www.ccdonline.org](http://www.ccdonline.org)



[www.THINKchange.training](http://www.THINKchange.training)

The series continues with *Hiring people with disabilities is just good business*. People with disabilities are reliable employees and have an overall higher job retention rate. Businesses that embrace disability inclusion have found ... a positive correlation between ... profitability, employee morale, and engagement.

Disability in Society Educational Series

### Hiring people with disabilities is just good business



People with disabilities are reliable employees and have an overall higher job retention rate. Studies show that people with disabilities are absent less and are likely to stay on the job longer than workers without disabilities.

Exploring the Bottom Line: A Study of the Costs and Benefits of Workers with Disabilities, D'aurio University 2007



Employees with disabilities are assets to their employers. "Businesses that embrace disability inclusion have found ... a positive correlation between ... profitability, employee morale, and engagement."

Shawn Berger, Director of Marketing and Communications at the US Business Leadership Network



Work accommodations for employees with disabilities typically cost less than \$500. More than half of requested accommodations cost nothing for companies, such as scheduling flexibility, allowances in dress code rules, and allowing somebody to sit (or stand) when other positioning is customary.

Department of Labor, Job Accommodations Network annual report, "Workplace Accommodations: Low Cost, High Impact"



Businesses that hire people with disabilities may receive incentives. Businesses should check with state and federal programs to determine whether incentives exist to aid them in hiring and accommodating workers with disabilities.

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People with disabilities can be as capable as anyone else! This is the simplest yet often most difficult reason for employers to understand why hiring people with disabilities is just good business.

Keep on the look out for other segments in this series. Have questions about the series or the creation of a new one, contact Jean Solis - [jsolis@thearcofaurora.org](mailto:jsolis@thearcofaurora.org) or 720.213.1420.