

In today's business environment, building an inclusive workplace and culture for people with disabilities is a top priority—and it also impacts your bottom line. Companies that champion people with disabilities see 28% higher revenues, and 200% higher net income, as compared to those who don't (*Accenture*).

It takes time, strategy and effort to foster inclusivity in an organization. But Peckham can help make it happen.



INCLUSION IS FUNDAMENTAL.



PECKHAM

3510 CAPITAL CITY BLVD.
LANSING, MI 48906
517-316-4000
PECKHAM.ORG

PECKHAM IS A NONPROFIT VOCATIONAL REHABILITATION ORGANIZATION THAT SPECIALIZES IN TRAINING, EMPLOYING AND PREPARING INDIVIDUALS WITH DISABILITIES AND OTHER BARRIERS TO EMPLOYMENT FOR WORKPLACE SUCCESS.



DISCOVER THE

PECKHAM EXPERIENCE

› Explore Peckham's inclusion training and consulting solutions for your workplace.



DISABILITY = DIVERSITY

The Peckham Experience: Create an Inclusive Culture Focusing on Ability

DURATION: 1/2 DAY

LOCATION: PECKHAM FACILITIES IN LANSING, MICHIGAN

Witness first-hand Peckham's approach to building an inclusive culture in five successful social enterprises. Peckham will open its doors to offer insight for other organizations on how to create a workplace culture that successfully employs a workforce with 80% of its employees having one or more disabilities. This course is combined with site tours of Peckham's LEED certified facilities, offering valuable insight into the positive impact that building inclusive and diverse work environments has on day-to-day business success.

YOU WILL LEARN:

- › How to support and include people with disabilities, general disability etiquette and person-first language
- › How to enhance your organization's inclusion practices for people with disabilities
- › How to incorporate disability inclusion into your hiring practices
- › About reasonable, low-cost and effective accommodations and assistive technologies
- › How Peckham designed its space to foster inclusivity

"This training opened our eyes to various disabilities, how to better understand them and how we can better accommodate our caregivers."

–HR Professional at Sparrow Hospital



DISABILITY AWARENESS & ETIQUETTE

An introductory course on inclusion and disability

DURATION: 3 HOURS

LOCATION: PECKHAM FACILITIES IN LANSING, MICHIGAN

This interactive session offers a renewed appreciation of diversity as it relates to disability. It provides people with an opportunity to collectively and individually reflect upon their own relationships with disability; increase their knowledge and understanding of the practical and social aspects of disability; and challenge assumptions about people with disabilities. This session is recommended for individuals interested in increasing disability awareness and creating an environment that is more inclusive of individual differences.

YOU WILL LEARN:

- › Misconceptions and attitudinal barriers faced by people with disabilities
- › An overview of important events in disability history and how they shaped the disability movement
- › How language affects the way we think and feel about people with disabilities
- › Universal disability etiquette and strategies for supporting people with disabilities at work

ACCOMMODATING DEAFNESS ON THE JOB

Build a deaf-friendly culture

DURATION: 90 MINUTES

LOCATION: PECKHAM FACILITIES IN LANSING, MICHIGAN

Participants will receive an overview of Deaf culture, with interactive simulations and discussion among Deaf, deaf and hard-of-hearing individuals. Participants will gain knowledge about common functional limitations and accommodations associated with this specific disability. This session provides practical tips for supporting people who are deaf or hard of hearing in the workplace.

YOU WILL LEARN:

- › About Deaf culture
- › The differences between Deaf, deaf and hard of hearing
- › How to support people who are deaf or hard of hearing in the workplace

MENTAL HEALTH FIRST AID

Prepare for a mental health crisis

DURATION: 8 HOURS

LOCATION: PECKHAM FACILITIES IN LANSING, MICHIGAN OR A DESIGNATED LOCATION

Just as CPR helps you assist an individual having a heart attack, Mental Health First Aid helps you assist someone experiencing a mental health or substance use-related crisis.

YOU WILL LEARN:

- › Risk factors and warning signs for mental health and addiction concerns
- › Strategies for helping someone in both crisis and non-crisis situations
- › Appropriate sources of support for people with mental health problems



LET'S TALK.

Schedule a training session with us today. To meet your organization's unique needs, custom consultations and training packages are also available in addition to the specific trainings outlined here. From catering to larger or smaller groups to covering a specific topic you have in mind, we're happy to discuss how we can optimize training sessions for your group.

CONTACT US:

EMILY McELMURRY

Senior Manager of Career Planning
517-316-4196 | emcelmurry@peckham.org

SARAH GEORGE

Senior Human Services Trainer
517-316-4411 | sgeorge@peckham.org