



Who We Are

Title of Project, Name of Lead Entity, Partner, Counties in Indiana we are impacting.

Inclusion Works: Building and Celebrating an Inclusive Workforce

LEL Home Services

Howdy Homemade Ice Cream

Synergy Consulting Services

Fayette Web Design

All Indiana Counties

What We Expect if We Achieve our Vision

Expected short-term and long-term outcomes; and positive impacts on individuals if your project successfully carries out these actions.

Changing mindsets of potential employers
 Break through life-limiting mindsets and expectancies
 Valued Role development-employee
 More Inclusive community
 Supporting life equity and equality for individuals
 Eliminate job discrimination for individuals with disabilities
 Provide resources for employers to hire, train, and retain employees with disabilities
 Eliminate employers' fears about accommodations
 Focus on person not disability

Recognition that ALL people are interdependent and ALL people require support and accommodations .

Recognize and celebrate employers who provide positive, inclusive work environments

Employers with career ladder opportunities for individuals with disabilities

Inclusion without Explanation

Positive life trajectories for individuals

Supporting the Good Life for all
 Increased financial wellness for individuals
 Individuals building work skills and resumes to pursue their dream career

Individuals with enhanced imagery and competencies

What We Will Do

Specific actions your agency will take to carry out pilot project.

Documentation of processes and tools used successfully in hiring, training and supporting Howdy's employees with developmental and/or intellectual disabilities.

Create written materials that provide employers with information on: Best practices for fostering a genuine culture of diversity, equity, inclusion and belonging.

Create five videos that show the hiring and support strategies in action and feature individuals with developmental and/or intellectual disabilities.

How We Will Do It

Plan and implementation

Draft documents that capture successful processes and tools
 Pilot use of the practices and receive feedback from ALL participants.
 Revise the practices and determine what is most successful/prioritized for sharing.

Provide content to graphic designer skilled in conveying explanatory information.

Draft scripts review by Director of HR and capture their feedback. Revise scripts based on HR feedback. Hire actors Rehearse and film.
 Produce final videos.

What Will Result

Long-term goals to transform services and/or better support individuals.

Easily understood and usable materials (including videos) present creative and Social Role Valorization-based approaches for hiring, training and supporting employees with disabilities.

Employers utilize the contents in the provided materials to hire, train and support individuals with disabilities.

Individuals with disabilities are successfully employed in valued roles not previously held by individuals with disabilities, with their employer seeing their presence as employees as having value equal to those employees without disabilities.

What We Want to Avoid

Outcomes that may take away from the vision and will serve as "red flags" to consider course correction.

Token employees with no clear responsibilities and expectancies
 Employers not hiring individuals with disabilities
 Individuals not seeking inclusive employment opportunities
 Individuals not successfully onboarding and maintaining employment
 Stagnant employment positions

