

What About Disability?

Disability 101 Fact Sheet and Summary

Research shows that nearly 20% of Utahns have a disability.¹ The Disability 101 training developed by the Utah Developmental Disabilities Council and the Utah Department of Health Disability and Health Program seeks to support inclusive workspaces and increase respect and ease for all employees in their interactions with individuals experiencing a disability. It is formulated on a social model of disability and an understanding that by providing information, best practices, and hands-on training to employees and their managers about disabilities, comfortability around the issue will increase and involved individuals with and without disabilities will report more positive interactions.

What is Disability 101?

Disability 101 is an interactive training product that will improve interactions between employees and their coworkers, customers, and managers. It is based on a social model of disability, which says that limitations due to a disability are only as significant as the social barriers that have been put into place. If social barriers can be removed, then individuals with disabilities will experience greater equity in their communities. This training actively works to help trainees recognize those barriers, traces their historical roots, and provides practical information about how to overcome them.

Why this training?

The chances are high that employees in Utah will work with a person with a disability throughout the course of their day. Often, people assume these situations will be awkward or that accommodations will be difficult. Knowing what to say, gaining a better understanding, and making efforts to improve interactions will improve service to all Utahns, especially those with a disability. This training seeks to ease concerns about interactions and provides practical information about providing accommodations, modifications, and appropriate assistance to citizens with disabilities to allow them to participate fully in their own civic, economic, and public communities.

How will it work?

Ideally, all employees at the State of Utah will take this training and find ways to incorporate this into their own workplaces. This will help Utah embrace its long-standing goals of employment equity and support its values of individualism, independence, and mutual respect. It will keep Utah as a leader in the list of great places to work and visit because we will offer excellent service to all, including our valued citizens who experience disabilities.

¹ Disability and Health in Utah Report, 2017. Retrieved from: https://health.utah.gov/wp-content/uploads/Disabilities_Health_Report_2017.pdf