SOLUTIONS START WITH A CULTURAL SHIFT

• Adopting socio-cultural models
• Examining our language usage
• Adopting Universal Design

More information about the RDE Synthesis Project is found at...

http://oeie.ksu.edu/rde-sp/

Developed by the Research in Disabilities Education Synthesis Project (RDE-SP)

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**Challenges**

- Perceptions of the capabilities of people with disabilities
- Accessibility of physical spaces
- Easy or public access to accommodation tools
- Recruitment of individuals from a small STEM population

**Hints & Tips:**

- Ensure your facility utilizes universal design and promotes accessibility
- Build trusting and respectful relationships amongst staff and employees
- Promote disabilities and accessibility professional development for all employees
- Be aware that people with disabilities can succeed
- Network, collaborate, and utilize all resources available
- Facilitate the development of an access center within your Human Resources department
- Persist in efforts with staff and employees on maintaining an inclusive, accessible and supportive work environment

**Recruiting**

- The Sierra Group [http://recruitdisability.org/](http://recruitdisability.org/)
- Workforce Recruitment Program [https://wrp.gov/](https://wrp.gov/)
- WRP public sector [http://wrp.jobs/employers/](http://wrp.jobs/employers/)

**Resources**

- Hiring People with Disabilities (US Small Business Administration) [https://www.sba.gov/content/hiring-people-with-disabilities](https://www.sba.gov/content/hiring-people-with-disabilities)
- Institute for Accessible Science [www.stemedhub.org/groups/iashub](http://www.stemedhub.org/groups/iashub)
- National Center on UDL [http://www.cast.org](http://www.cast.org)
- Sevo, R. *Basics about Disabilities in Science and Engineering Education.* Free at [www.lulu.com](http://www.lulu.com)
- The Center for Assistive Technology and Environmental Access (CATEA) [http://catea.gatech.edu/](http://catea.gatech.edu/)
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