

Ensuring Disability is part of your EDI Efforts

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**2024 ANNUAL
CONFERENCE**
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Alison Butler

My path to the City & County of Denver

The Disability Rights Team



Mission – To lead city agencies and partner with the disability community to ensure equitable and effective access to Denver’s facilities, services, and programs.

Vision – To compliance . . .
and beyond!





What is EDI?

**One
definition**



DIVERSITY
of people,
perspectives



EQUITY
in policy, practice
& position



INCLUSION
via power, voice &
organizational culture





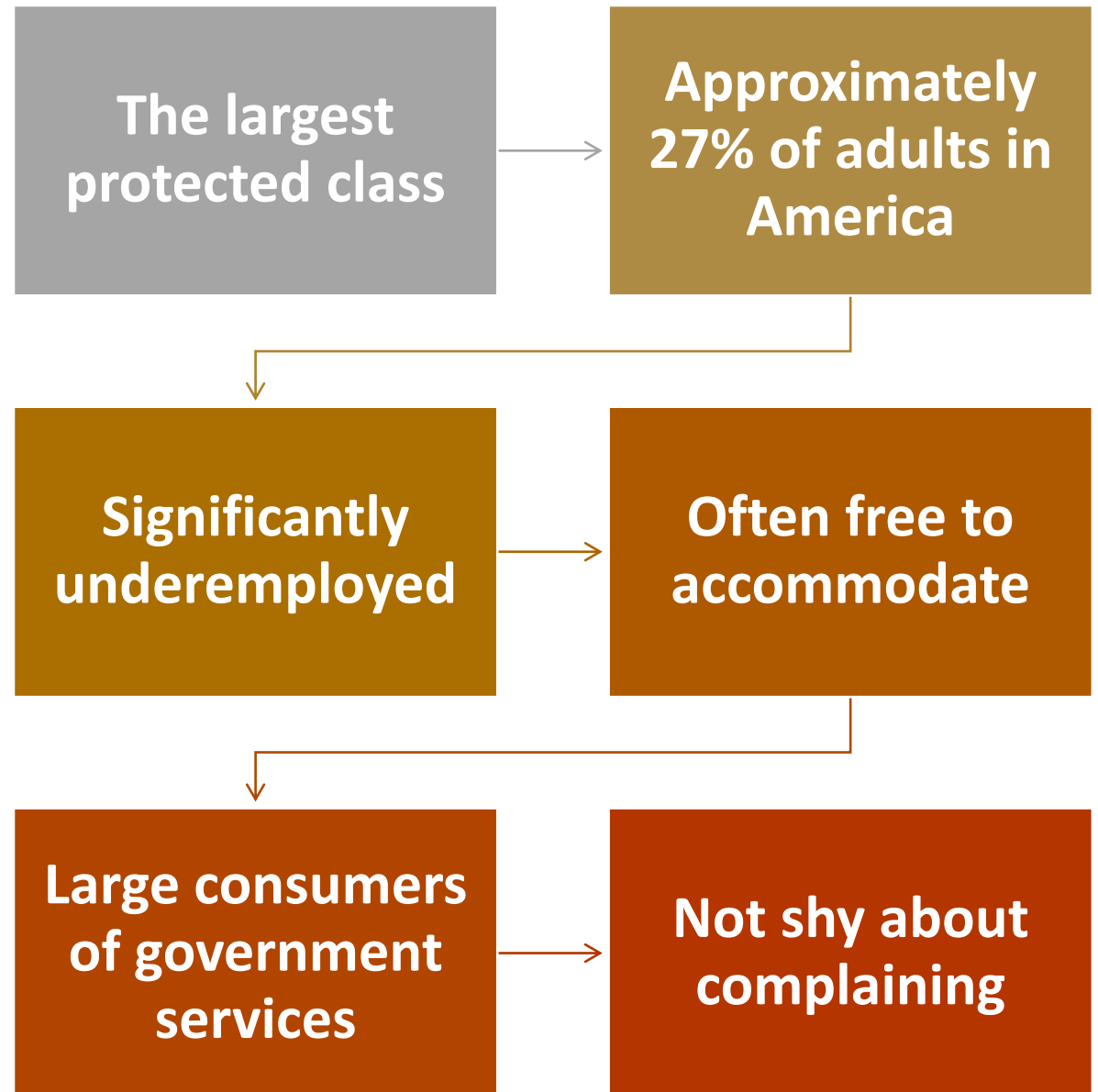
**Not a training, not a
statement, but woven into
your municipality's culture**

**What about
disability?**



**Should disability
be included in
your EDI efforts?**

Disability:



For example, the Gang of 19

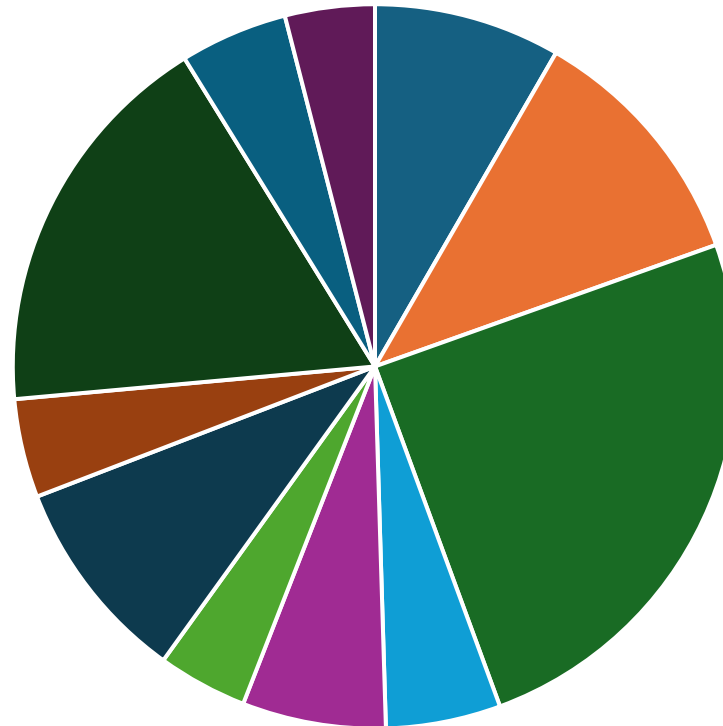




And Senator Gardner's Office in 2019

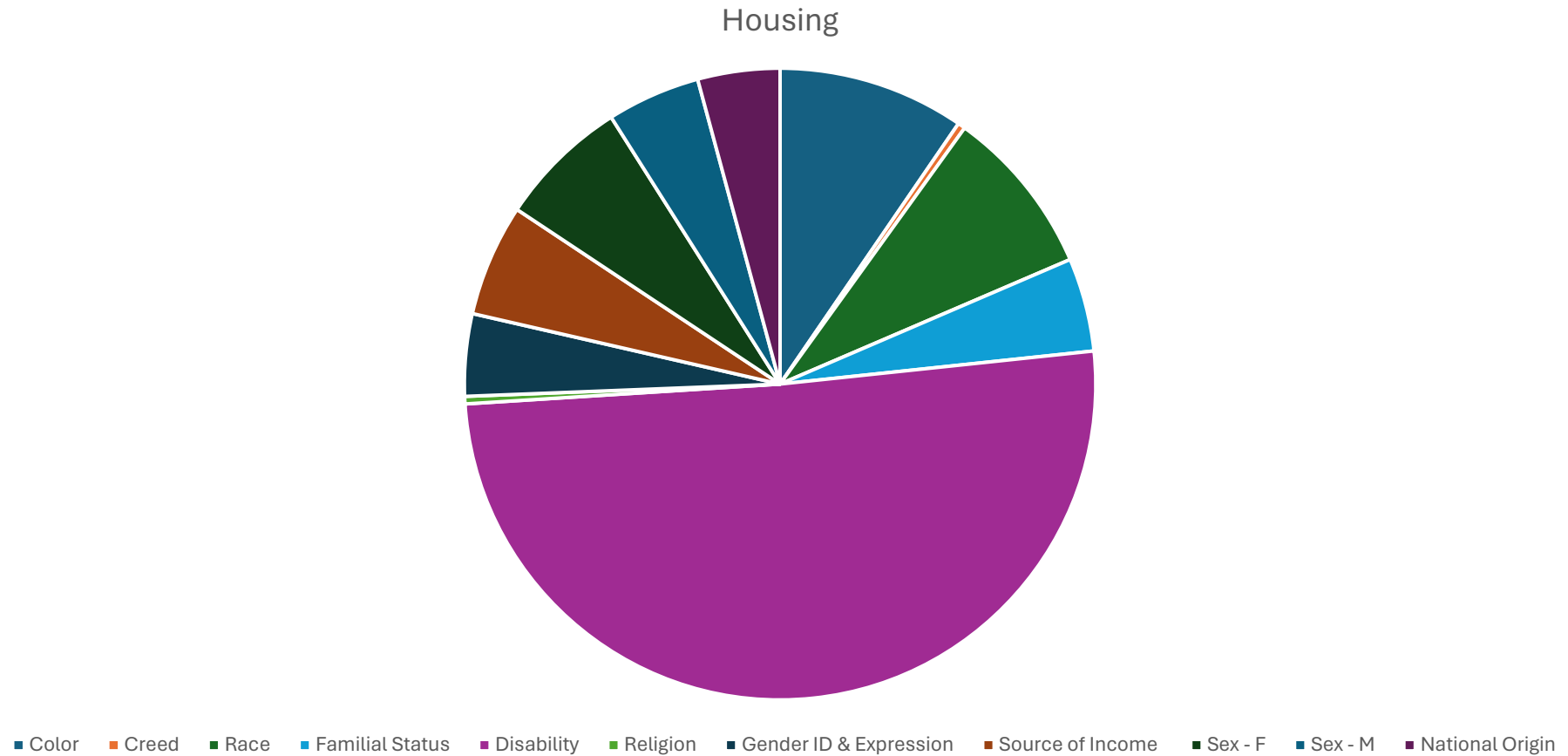
Discrimination in Employment

Employment



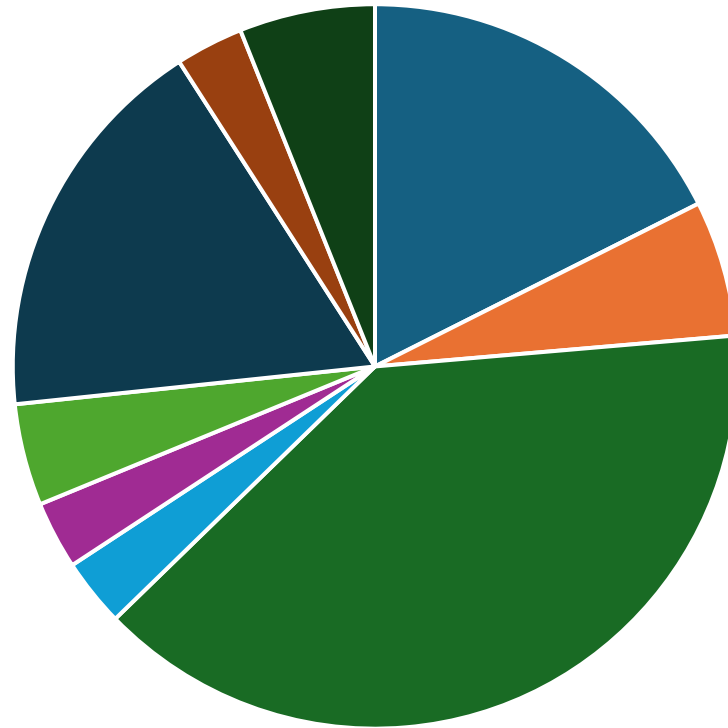
■ Age ■ Race ■ Disability ■ Gender ID & Expression ■ National Origin ■ Pregnancy ■ Color ■ Religion ■ Sex - F ■ Sex - M ■ Sex Orientation

Discrimination in Housing



Discrimination in Public Accommodations

Public Accommodations



■ Color ■ Creed ■ Disability ■ Gender ID & Expression ■ Marital Status ■ National Origin ■ Race ■ Sex - F ■ Sex - M

**Whatever the
“label” ensure
you are
weaving
disability
awareness &
acceptance
into your
organization**

It's the law

It's the right thing to do

Avoid protests and lawsuits

It'll make your municipality better

+
◦ •

So what's your next step

• + ◦

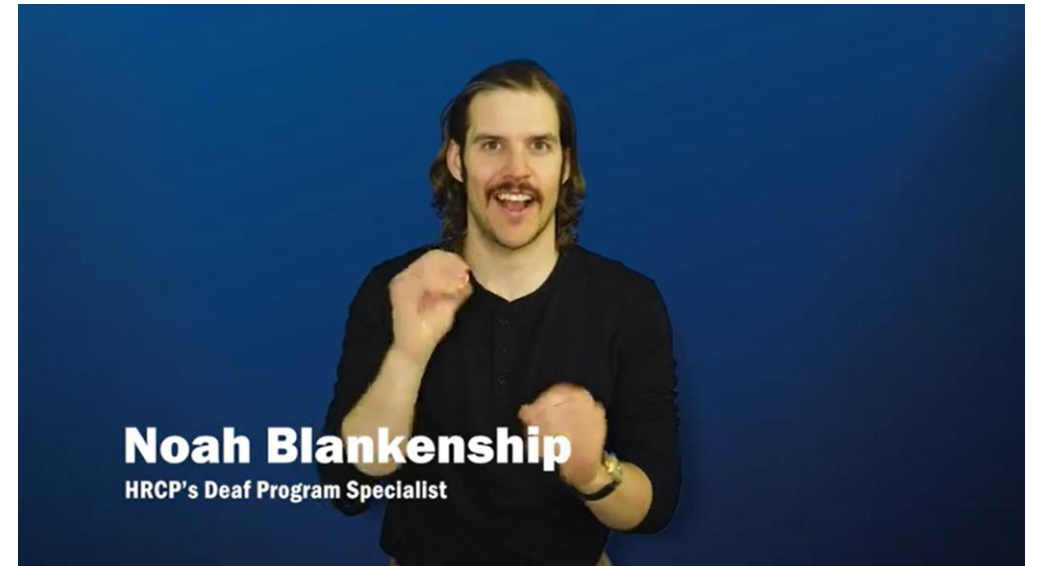
Address Accessibility

- Assess accessibility
- Ensure all essential services in accessible locations
- Make a plan to address inaccessibility



Hiring

- Be thoughtful about required skills
- Consider life experience for qualifications
- Specifically encourage people with disabilities to apply
- Note how to request reasonable accommodations
- Be flexible in scheduling interviews
- Eliminate pre-judgment



Retaining Staff

- Remind people of reasonable accommodations
- Do not put all monetary burden in one place – spread it out!
- Encourage (but don't force) leadership to disclose their disabilities
- Provide training and professional development about disability issues
- Celebrate employees with disabilities – particularly in October



Work with your Community

- Advertise your accessibility features
- Have a disability pride event – in July!
- Proactively use captions and ASL interpreters
- Provide ways for the community to be involved in determining accessibility



A little effort can go a long way. . .





Embracing disability can

- Greatly expand your workforce
- Increase employee engagement and satisfaction
- Help you reduce liability
- Attract visitors to your area
- Provide opportunity for positive publicity

Biggest issue is “Attitudinal Discrimination” – Don’t be Awkward

- <https://youtu.be/Gv1aDEFIXq8>



Questions or Comments?



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You!**



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