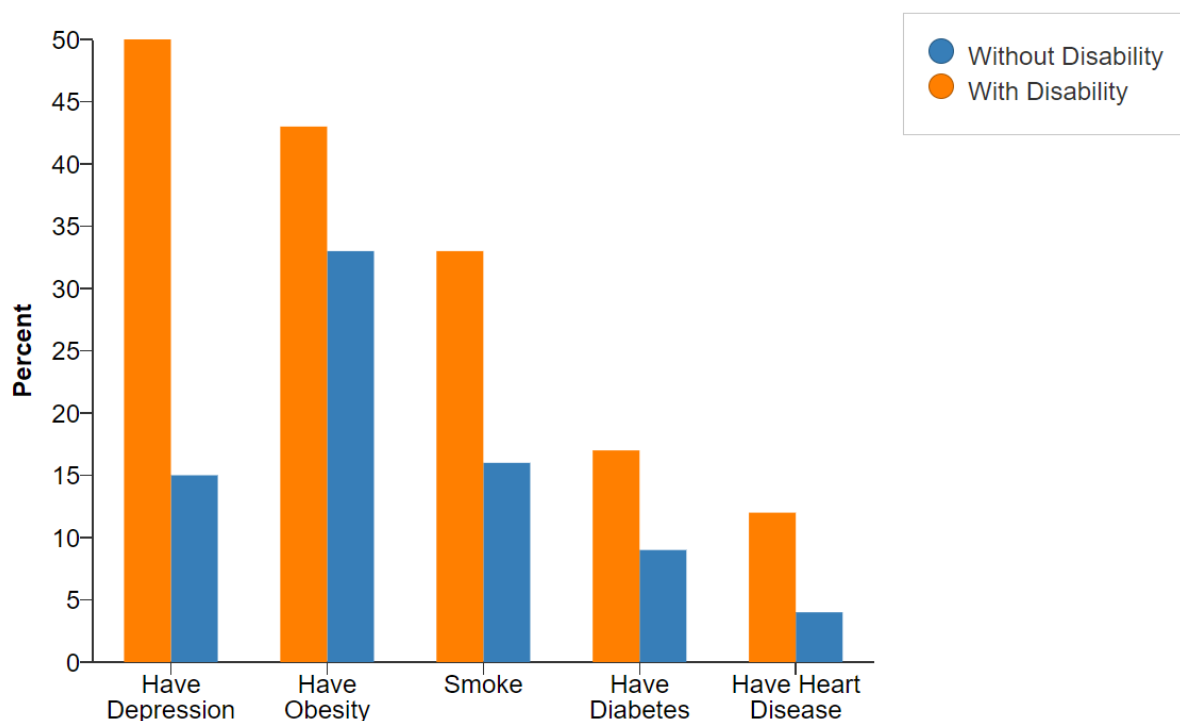


Diversity, Equity, & Inclusion Corner

July is Disability Pride Month.

Since July of 1990, with the signing of the Americans with Disabilities Act ([ADA](#)) prohibiting discrimination against people with disabilities, [Disability Pride Month](#) has been celebrated to honor the diversity of each person in the disability community and to change the way people think about and define “disability”. At HSO, everyone has a role to play in supporting inclusive programs and communities, encouraging people with disabilities to take advantage of the benefits of health promotion and prevention. Considering disability affects [1 in 4 adults](#) and that adults with disabilities are more likely to experience health disparities, encouraging people with disabilities into health prevention discussions begins with identifying and eliminating barriers to their participation, and celebrating the uniqueness present in everyone.

Adults with disabilities are more likely to:



The Diversity Wheel

The [Dimensions of Diversity Wheel](#), developed in 1990, is an evolving framework that illustrates the multiple dimensions that make up an individual’s identity and experiences, encouraging individuals to look beyond the overly simplistic identities of race and gender. Starting from the outside, and working in, we see external diversity as elements of a person’s identity that may change through action (location, appearance, education), internal diversity

as characteristics a person is born into (race, ethnicity, health status), and core diversity as items that describe a person’s approach to life (personality, leadership style, world views).

Take a moment to consider the wheel from your own perspective, and then a minute to note the barriers that exist for those different than you. By considering all individuals, we are better able think outside of ourselves to create equitable policies and practices to make HSO an inclusive and diverse workplace.

