

National Disability Employment Awareness Month (NDEAM)

October 1-31, 2021

A Few Ways to Observe NDEAM

NDEAM is led by the U.S. Department of Labor's Office of Disability Employment Policy, but its true spirit lies in the many observances held at the grassroots level across the nation every year.

There are many ways to celebrate NDEAM in the workplace. Here are just a few examples:

- Display the NDEAM 2021 poster in your workspace in [English](#) or [Spanish](#)
- Use disability-inclusive language like the following

Avoid...	Instead, use...
(the) handicapped, (the) disabled	disabled (people)
afflicted by, suffers from, a victim of	has [name of condition or impairment]
confined to a wheelchair, wheelchair-bound	wheelchair user
mentally handicapped, mentally defective, retarded, subnormal	with a learning disability (singular) with learning disabilities (plural)
cripple, invalid	disabled person
spastic	person with cerebral palsy
mental patient, insane, mad	person with a mental health condition
the blind	people with visual impairments, blind people, blind and partially sighted people
dwarf, midget	someone with restricted growth or short stature

- Connect with a local organization, such as [Living Arrangements For The Developmentally Disabled Inc \(LADD\)](#), to learn more about how you can support people living with a disability

TriHealth's Abilities FIRST ERG

TriHealth's Abilities FIRST Employee Resource Group (ERG) welcomes all team members, whether living with a disability or serving as an ally to the disabled community. Abilities FIRST's mission is to serve as a resource and advocate to foster a cooperative, accessible, and supportive environment within the TriHealth community.

Are you passionate about advancing disability-inclusion efforts across the TriHealth system and in the community? Abilities FIRST is seeking a new leadership team to continue driving TriHealth's efforts in this space.

Open Positions

- Chair
- Co-chair
- Membership Lead
- Communications Lead
- Community Engagement Lead

If you are interested in learning more about the above positions or would like more information on the group, please email Briana Kenneh, Diversity & Inclusion Partner, at briana_kenneh@trihealth.com or visit the Abilities FIRST's [Bridge page](#).

Regardless of how you choose to celebrate, all activities play an important part in fostering a more inclusive workforce, one where every person is recognized for his or her abilities—every day.