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February 2018

What is an Inclusive Culture?

A publication of the Burton Blatt Institute of Syracuse University

An inclusive culture involves the full and successful integration of diverse people into a workplace or industry. While an inclusive culture certainly encompasses a commitment to workplace diversity, it is not limited simply to basic representation; it indicates a climate in which respect, equity and positive recognition of differences are all cultivated and the social and institutional response to disability poses no barrier to a positive employment experience.

Additionally, inclusive cultures extend beyond basic or token presence of workers who have disabilities. They encompass both formal and informal policies and practices, and involve several core values:

- **Representation:** The presence of people with disabilities across a range of employee roles, and leadership positions
- **Receptivity:** Respect for differences in working styles, and flexibility in tailoring positions to the strengths and abilities of employees
- **Fairness:** Equitable access to all resources, opportunities, networks and decision making processes



KEEP IN TOUCH:

Phone: (307) 783-6302

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JAN is a free consulting service designed to increase the employability of people with disabilities by:

1) providing individualized worksite accommodations solutions

When workers with disabilities experience the benefits of an inclusive culture, they are likely to be more satisfied with the job and often correspondingly more loyal and invested in the work product and performance. In addition, a disability-inclusive culture often will provide positive results for overall employee satisfaction and productivity among workers with and without disabilities. This occurs because when an organization commits to equity, flexibility, and professional development for workers with disabilities, it frequently will generate more employer responsiveness to the individual capacities, health needs or varying work preferences of employees who may not identify as people with disabilities. In other words, inclusive cultures promote healthy and functional organizational environments.

In this brief we review three elements of an inclusive culture: Read entire article by clicking on the link below.

http://bbi.syr.edu/projects/Demand_Side_Models/docs/a_inclusive_culture.pdf

Inclusive Culture Checklist

Is your workplace culture inclusive? Take a minute and visit the Inclusive Culture Checklist to assess your organization's current disability employment policies and practices.

http://bbi.syr.edu/projects/Demand_Side_Models/docs/inclusive_culture_checklist.pdf

Meet our New Mentor-Match Program Coordinator Bethany Shidler



We would like to welcome Bethany Shidler to our team. Bethany is the new Program Coordinator for the Mentor-Match Program. She is highly motivated, skilled and passionate about her new position. She understands the power of mentoring and reaching out to youth at risk. Bethany and her husband, Daniel,

2) providing technical assistance regarding the Americans with Disabilities Act (ADA) and other disability related legislation

3) educating callers about self-employment options.

Job Accommodation Network

(800)526-7234 (V)
(877)781-9403 (TTY)
jan@askjan.org
<http://AskJAN.org>

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were just two years into their marriage when they realized they wanted to adopt a brother and sister, Donald and Brittney, who were homeless. They were 15 and 13 years old at the time of the adoption. Two years ago, they added Kessa, a cute and ambitious girl. I am excited to have Bethany a part of our team and look forward to her growing the Mentor-Match Program.

What does the UCBLN do?

With adding on our new Mentor-Match program there have been some questions concerning the different programs housed under the UCBLN. Following is edifying information concerning the three different programs we operate from the UCBLN Office. Please contact our office of 307-783-6302 with additional questions.

What is the Business Leadership Network?

The Business Leadership Network provides educational information to employers to assist businesses to attract new employees and customers with disabilities and develop business leaders who value diversity and actively work to promote strong communities that include people with disabilities.

What is MentorABILITY?

Our MentorABILITY program is an innovative program that assists youth with disabilities to become employed. The program engages the active participation of employers in providing career exploration and internship opportunities. Though these activities, youth participants gain career guidance, insight and experiences they need to obtain jobs and develop meaningful, rewarding careers.

What is Mentor-Match?

Mentor-Match is a mentoring program that serves youth with disabilities and at-risk. The goal is to help them reach their full potential for personal development and independence by matching them with a caring adult mentor.

Change a Life! Become a Mentor Today

"Mentoring is a relationship where a mentor, through support, counsel, friendship, reinforcement and constructive example, helps others reach their work and life goals."

The National Mentoring Partnership

Mentor Match is a mentoring program of the UCBLN, serving youth with disabilities and at-risk. The goal is to help them reach their full potential for personal development and independence by matching them with a caring adult mentor.

Learn more about our mentoring program, and how you can become a Mentor today. <http://www.blnworks.com/mentoring.php>

Hayden Peak Academy

City of Evanston

The Lumberyard

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Uinta County Human Services
Tripartite Board & Community
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Town of Mtn. View

NGL Connection

Tegeler and Associates

Warrior Services

Evanston Carbon Fiber

Benedict's Market

Uinta County Herald

March Developmental Disability Awareness Month

Evanston

Join the UCBLN and Mayor Williams on March 1 for the
proclamation signing proclaiming March as Developmental
Disabilities Awareness Month.

Thursday - March 1, 2018

City of Evanston Council Room

1:00 - 1:30

Refreshments will be served

Bridger Valley

Join the UCBLN and Mayor Dellinger on March 5 for the
proclamation signing proclaiming March as Developmental
Disabilities Awareness Month.

Monday - March 5, 2018

Town of Mtn. View Council Room

1:00 - 1:30

Refreshments will be served
