Table Talks: Brainstorming the Next Generation of Activities

I.   **Visioning Workplace Inclusion**

1. What persistent myths or biases hinder progress in hiring, retaining and promoting persons with disabilities? How can we collectively dispel these misconceptions? How can we effectively shape strategies or narratives?

2. What prevents organizations from moving beyond compliance (minimum standards) toward authentic inclusion and belonging for workers with disabilities? How should we measure authentic inclusion and belonging?

II.   **Organizational Challenges**

1. What are the key challenges organizations face when trying to implement disability-inclusive systems and practices? How have organizations overcome these Challenges?

2. Which aspects of workplaces (physical, digital, or social) are the most challenging to make accessible? How can we implement inclusion tools and resources to make addressing these challenges easier?

III.   **Supporting Uptake of Tools and Resources**

1. Think of an inclusion tool or resource you have used or are familiar with. What makes it practical and appealing, rather than something that just sits unused?

2. How can IDEA better share evidence-informed solutions (i.e., tools and resources) with organizational decision-makers and workplace champions? What channels or networks work best for organizations?

3. What kind of insights, supports or success stories would inspire or help organizations pilot and champion evidence-informed tools and resources?

4. How can internal processes (e.g., audits, checkpoints, worker engagement) best support sustained use of inclusion tools and resources?

5. How can we encourage more organizations to share lessons learned from using evidence-informed tools and resources so we can build collective knowledge? What barriers prevent open sharing?

IV.   Driving Change at Scale

1. What does a truly inclusive workplace of the future look like, and how can we work together to chart a path to get there?

2. Imagine one bold action that could spark a culture shift toward genuine inclusion in Canadian workplaces? How can IDEA and its partners help facilitate this change?