

## Disability Matters

<p><b>Non-Visible Disabilities Matter</b></p>	<p>Living with a non-visible disability is a complicated struggle. You have primary difficulties that come along with the diagnosis to cope with. Along with the secondary struggles that come with a lack of understanding from those around you. This session will shine a light on non-visible disabilities to offer help and support to those who need to be accommodated as well as those who want to offer help and support.</p>
<p><b>Being Empowered with Disability</b></p>	<p>When many people hear the word disability, a bias comes in. This rhetoric becomes internalised by many. Covert or overt ableism can colour the opinions about and experiences of many disabled people. This shows up in many different ways which culminate in seeing the disability rather than the whole person. In this session, we are going to flip the switch on this mindset.</p>
<p><b>Demystifying Disability</b></p>	<p>24% of the working population has a disability, but many businesses don't know where to start when discussing disability inclusion. Explore the what, the why and the how to approach disability inclusion through manageable tips and tools.</p>
<p><b>Disability Awareness</b></p>	<p>Many people feel awkward when communicating and working with disabled people and are often afraid to start a conversation for fear of offending someone. This session opens up a safe place to ask questions, build awareness, and gain confidence.</p>
<p><b>Non-Visible Disabilities Awareness to Action</b></p>	<p>This session dives into the essentials of taking action in the workplace, We'll explore safe disclosure from the perspective of the individual and the manager by implementing tailored communication and leadership strategies. Emphasising the importance of an inclusive environment, we will cover team-wide training, conflict resolution and fostering a positive team dynamic.</p>



### Speaker Bio **Ollie**

Ollie's life changed after an accident in his early 20's left him with a spinal cord injury. He lost his career in the military and after a long journey of rehabilitation he found his flare for life again through sport, competing internationally as a sit skier. He currently works with organisations across leadership development with a passion for developing culture and disability inclusion. He runs a global leadership programme to advance the careers of disabled people whilst supporting Exec leaders to better understand disability and the change they can create.



### Speaker Bio **Jennifer**

After acquiring a disability following a ski accident and corresponding brain injury, Jen became passionate about making disability inclusion and employee wellbeing a priority for organisations and helping individuals acquire skills and tools to support themselves. She has a background in management consultancy and has worked with disabled employees, HR, wellbeing, and sustainability teams to embed inclusion and wellbeing strategies in the workplace.