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Disability Inclusion

Leading with Understanding & Shaping with Knowledge

Tuesday 25 November 2025

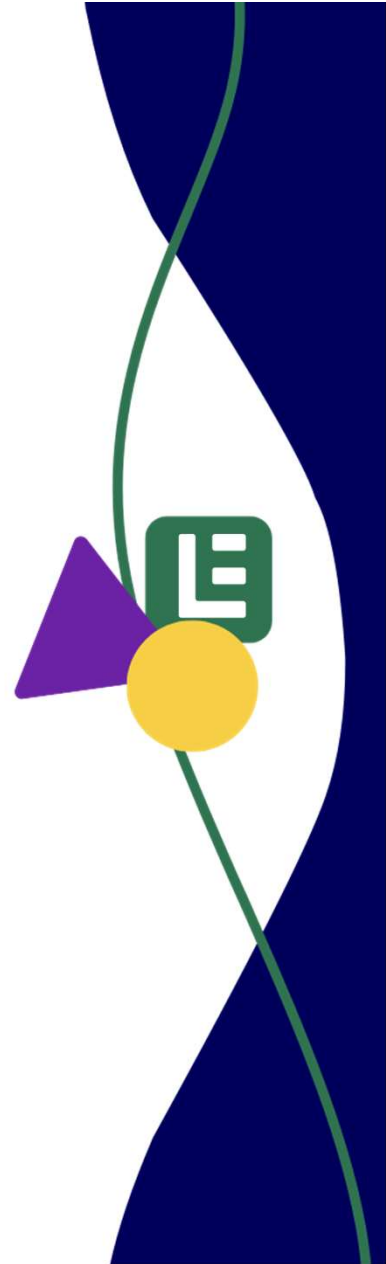
13:30 | 75 Minutes | Virtual



November 2025

Poll Analysis Summary (by UoB)

You can use this section to share any executive summary from the poll data with your internal stakeholders or in newsletters.



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Key Takeaways

To share in post-workshop communication



Thank you all for your participation today!

Your engagement in today's workshop demonstrates your commitment to creating a more inclusive University of Bath. The real work begins now, as we each take what we've learned and translate it into action within our teams and departments.

Key Takeaways

- Disability inclusion is both a moral imperative and a business advantage.
- Most disabilities are hidden and we cannot assume we know someone's needs.
- Remove barriers proactively rather than waiting for disclosure.
- Co-create solutions with disabled colleagues as the experts.
- Individual accountability is key by taking onus to establish an inclusive environment for all to thrive, rather than survive.

Your Next Steps

- Choose one practical action to implement immediately.
- Audit your team's accessibility requirements.
- Start conversations with "What do you need to thrive?"
- Share learnings with colleagues.
- Create safety to invite disability voices and narratives to learn and generate allyship.

Resources

- Connect with the DEIB team at UoB <email link>.
- Join our community of practice as a member, ally or sponsor.
- Continue your learning journey by accessing all available resources [HERE](#) <hyperlinks>
- Join future learning events, explore the events calendar [HERE](#) <hyperlinks>

"Inclusion is not bringing people into what already exists; it is making a new space, a better space for everyone." inspiration by George Dei

Workplace Adjustments – Best Practices




Co-Create Adjustments



Use Workplace Adjustment Passports



Normalise Flexibility

-  **Key Principle:**
- Adjustments should be **implemented** swiftly, **reviewed** regularly, and **adapted** as needs evolve.



Practical Actions



Ask, Don't Assume



Audit Your Team's Accessibility Needs



Individual Accountability To Enable Community of Practice



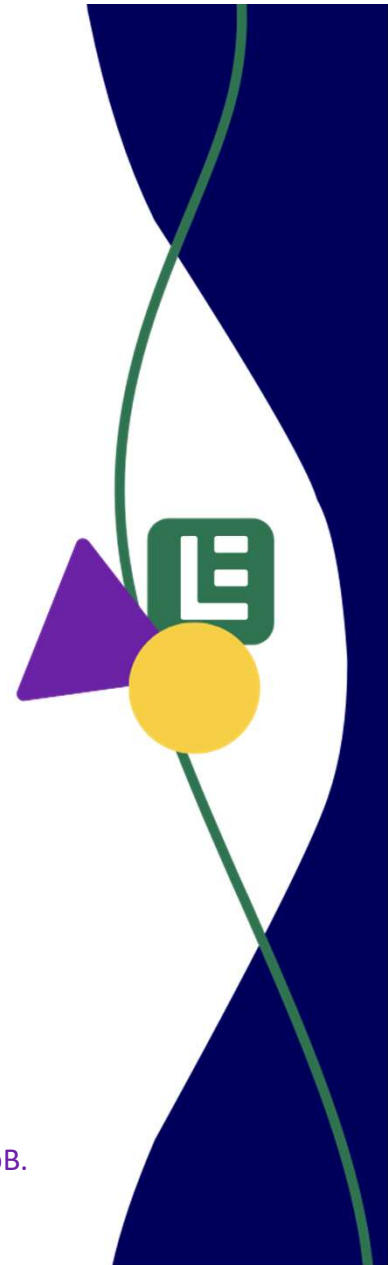
Use Workplace Adjustment Passports



Commit to Continuous Learning

Your Personal Commitment:

1. Take a moment to identify one specific action you'll take starting today till the next month to advance disability inclusion at UoB.
2. Write it down. Share it with a colleague. Make it real.



Ready to Explore The Real Feel of Your Culture?



Let's talk!

Minaxi Mistry (She/Her)

Founder & CEO

Equality Leaders

minaxi@equalityleaders.com

Visit our [website](#), follow me on [LinkedIn](#).