



Dorset
Council

Disability Employee Network

Who we are

We are:

- open to any Dorset Council employees with conditions or impairments
- a safe space for members to share issues and support
- a group to raise awareness of disability issues, events and learning resources
- a collective voice to influence policy, projects or change to improve outcomes for disabled people in Dorset

Barriers faced, successes gained

- understanding of disability
- it can't be "fixed"
- renegotiation and waits
- equality vs equity
- favourable treatment
- experts on own experience
- safe space
- #PurpleLightUp Leader to Leader conversation
- lit Dorset landmarks purple
- removed members' barriers
- raised awareness
- leadership allies and escalation support
- inclusive tools and policies
- 50 members and room for more!

Forward Plan

- confidence talking about disability
- uptake of inclusive tools and policies
- recognising intersectionality
- influencing policy, strategy, projects and tools
- ‘It’s Ok’ video
- manager training
- #PurpleLightUp 2022 – Dorset takeover!
- an inclusive society where adjustments aren’t needed

What can you do?

- join the Network
- if you're a manager or colleague, be an ally
- if you're not part of the council, find out if your organisation has an employee network and if it hasn't, create it
- raise awareness of the Passport and Disability Leave Policy in your area or implement it where you work