

7 TIPS to Celebrate NDEAM in Your Workplace



October is **National Disability Employment Awareness Month (NDEAM)**, a time to commemorate the contributions of people who have a disability and promote disability inclusive hiring practices. This year's theme, **Inclusive Employment Across Canada: Building a Workforce Without Barriers**, is a call to action for every workplace. These tips will help you strengthen your commitment to disability inclusion, during October and throughout the year.


1

Post an NDEAM Message

Acknowledge October as NDEAM with a short, company-wide message via email, intranet, or staff bulletin.

Include the tagline **Work Without Barriers**, why it matters, and your workplace's commitment to inclusion.

Example: "This October, we're joining organizations across Canada in celebrating NDEAM and recognizing the contributions of workers who have a disability and Building a Workforce without Barriers"

 **Resource:** E-mail Template for HR Managers to celebrate NDEAM



2


Show Your Support

Show your participation in-person and online.

Use posters in break rooms, digital signage, branded email signatures, Zoom backgrounds, or your logo in NDEAM colours.

Participate in **Light It Up! For NDEAM™** by lighting up your building or wearing purple and blue on the third Thursday of October.

Example: Add "Proud to Support NDEAM" to your email signature for October

 **Resource:** NDEAM 2025 Zoom Backgrounds, E-mail Signature, and [Seasonal Logo Guide](#)



3

Host a Coffee Chat or Open House

Create space for a 30-minute conversation with your team about disability inclusion. Highlight existing policies, process for employee benefits, accommodations requests, and how employees can access these resources.





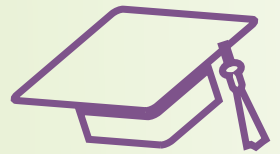
Increase Learning Opportunities

Provide practical learning opportunities to strengthen inclusion skills for your team.

Connect with ODEN to book **Disability Awareness & Confidence Training** (virtual or in-person).



Best Practice: Take [ODEN's Disability Myth Quiz](#) before and after the training to understand how your knowledge has improved



Review One Process to Start

Pick one process to review for accessibility: hiring, onboarding, team communications and make an improvement. Even small changes can make a difference!

Example: Update job postings to use plain language and remove unnecessary job requirements



Resource: [7 Tips for Creating Highly Effective Job Postings](#)



Share a Story

Highlight an employee, customer, or partner's success related to disability inclusion.

With consent, share their story on your intranet, in a staff newsletter, or on your social media channels.

Example: "Meet Sam, who joined our team through a local Employment Service Provider. Their skills and creativity have transformed our customer experience"



Commit to a Goal

End NDEAM with a public commitment to continue building a workplace without barriers.

Example: Announce that your organization will review its accommodation process or set a new inclusive hiring goal.



Best Practice: Involve your employees in choosing the goal and ensure it's S.M.A.R.T (Specific, Measurable, Achievable, Relevant and Time-bound). Share your commitment publicly and revisit progress quarterly or during the next NDEAM.



Connect with us if you have questions about NDEAM or how to start your disability inclusion journey.

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