YOU WILL NEVER REGRET BEING KIND

CULTURAL AWARENESS
OCTOBER

OBSERVANCE
National Disability Employment Awareness Month

DISABILITY

DOES NOT MEAN INABILITY
Every person—with or without disabilities—is unique. Different people have different abilities; everyone has strengths and also things that are hard for them.

Some people are born with disabilities and others develop them after an illness or accident.

Disabilities are not contagious and you can’t “catch” a disability. Some disabilities we can see and others are not visible.

If we think of humanity as a large family, then to be inclusive means that no one is excluded, marginalized, or left out. Everyone has something to offer!

Visit your local library and check out stories about famous people with disabilities!

Here’s a small list to get you started!

David Beckham, Daniel Radcliffe, Alexander Graham Bell, Millie Bobby Brown, Simone Biles, Albert Einstein, Lewis Carroll, Louis Braille, Kristi Yamaguchi, Claude Monet, and Jim Henson.
In 2012, **Tiffany Baker**, an Army National Guard soldier, was traveling in a Mine-Resistant Ambush Protected vehicle while stationed in Afghanistan when it hit a 250-pound IED. The bomb rolled the heavily-enforced vehicle.

Baker sustained many injuries. She also suffered a traumatic brain injury because of the attack.

In 2015, Baker medically retired from the 1157 Transportation Company. That same year, she met Buddy through K9s For Warriors. Buddy had been badly abused and neglected by his owner. With Buddy’s help, she graduated from college with a degree in business management.

She said, “*Just as Buddy is my service dog, I am Buddy’s service human.*”

People encounter many different forms of barriers every day. But for people with disabilities, barriers can have greater impact. How could you make a playground even more fun for children with disabilities?

**Draw your design below.**
An **ally** is someone who stands up for people who are being treated unfairly or unkindly. Being an ally means providing support and doing your part to make sure things are fair and equal for all.

**Speak up!**
Speak up when you see unfair or hear unkind words. Even if you aren’t the one saying mean things, laughing along or not speaking up means that you are supporting the bad behavior. If you see someone getting treated unfairly, say or do something about it. If you don’t feel comfortable, find an adult. Your voice and actions can make a big difference.

**Check your words and actions!**
Do you make jokes about certain groups of people or use words that might be unkind? How do you treat people who are different from you? If you are going to be an ally, make sure that you are not part of the problem. Be careful of the words you use.

**Listen and learn!**
To be an ally, you need to listen to people when they share about their experiences. There are situations that they may go through in life that you’ve probably never had to think about. You can ask to learn more if they are willing to share, or you can look things up on your own.