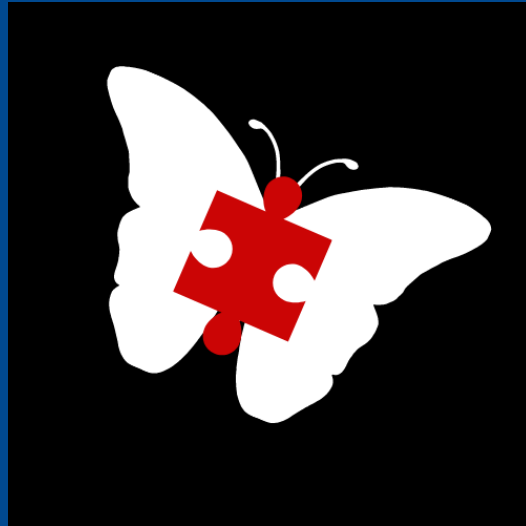




Quick Ideas You Can Use Today

My Autism Ally





Creating Inclusive & Welcoming Workplaces

QUICK INDUSTRY TIPS FOR
EMPLOYERS

FROM THE EASTERSEALS EMPLOYMENT TEAM

Who We Are

Employment Services at Easterseals

- The Easterseals Employment Team supports individuals with disabilities in preparing for, finding, and keeping **meaningful employment**.
- We partner with local businesses to:
 - Connect employers with **motivated job seekers**
 - Provide **job coaching and support**
 - Support long-term success and retention
- **Our goal:** stronger businesses and more inclusive communities.



INDUSTRY TIP 1

Disability Awareness Training for Employees

- Easterseals encourages businesses to offer disability awareness training so employees feel confident and guests feel welcome and respected.
 - Training often includes practical, everyday guidance:
 - Speak **directly to the person** with a disability, not just a caregiver or companion.
 - Use **person-first language** (“person who uses a wheelchair”).
 - Offer assistance *only if requested*—ask: “**How can I help?**”
 - There are a variety of resources online, or through organizations such as:
 - Job Accommodation Network (JAN)
 - Employer Assistance & Resource Network on Disability (EARN)
 - ADA National Network
 - Disability:IN
 - And many more! (See our table for a full list of resources)

INDUSTRY TIP 2

Inclusive Hiring Practices & Employer Support

- Easterseals encourages **inclusive hiring** and recognizes **the value people with disabilities bring to the workforce.**
 - Individuals we serve are:
 - Highly motivated and reliable
 - Interested in hospitality, manufacturing, customer service, and more
 - Inclusive hiring strategies may include:
 - Reviewing job descriptions to reflect **actual essential duties.**
 - Offering **flexibility** during applications or interviews.
 - Understanding **reasonable accommodations** (schedule adjustments, assistive technology, task modifications).
 - Partnering with Easterseals for job coaching, onboarding, and retention support—at no cost.
 - **Result:** a broader talent pool, stronger retention, and a more inclusive workplace



Thank
You!

Accessibility = Revenue

- One simple improvement increases bookings, spending, and loyalty.

The Opportunity

- 1 in 4 adults has a disability
- Travel groups multiply impact

The Problem

- Unclear information creates uncertainty
- Uncertainty reduces bookings

The Solution

- QR codes → Video + Audio + Text
- Instant accessible information

Why It Works

- Removes friction
- Builds confidence
- Drives decisions

ROI: More Bookings

- Clear info before arrival = higher conversion

ROI: More Spending

- Understanding options = more purchases

ROI: Efficiency

- Less staff time explaining
- More time serving

Where to Use

- Entrance
- Menus
- Rooms
- Front desk

Closing

- One QR code turns access into revenue



Turnstone
Creating possibilities.

Plasman
Athletic Center

Turnstone Center



Our Mission

Turnstone empowers people with disabilities to achieve their highest potential by providing comprehensive services and programs.





**U.S. OLYMPIC & PARALYMPIC
TRAINING SITE**
TURNSTONE



Turnstone
Creating possibilities.



**U.S. OLYMPIC & PARALYMPIC
TRAINING SITE**

Find your Champion



Easy First Steps





fw fort wayne
philharmonic
ANDREW CONSTANTINE • MUSIC DIRECTOR

ACCESSIBILITY CONNECT SESSION: FORT WAYNE PHILHARMONIC

PRESENTER:
ERIN BEAN, DIRECTOR OF COMMUNITY ENGAGEMENT

WHAT IS THE FORT WAYNE PHILHARMONIC?



- **We are a non-profit organization made up of professional musicians, staff, board members, and volunteers who have been presenting orchestra concerts to Fort Wayne and northeastern Indiana for the past 82 years.**
- **Mission Statement:** “To foster and instill a lifelong love of music across the orchestral spectrum through live performances and educational experiences.”



fw
phil

COMMUNITY
ENGAGEMENT





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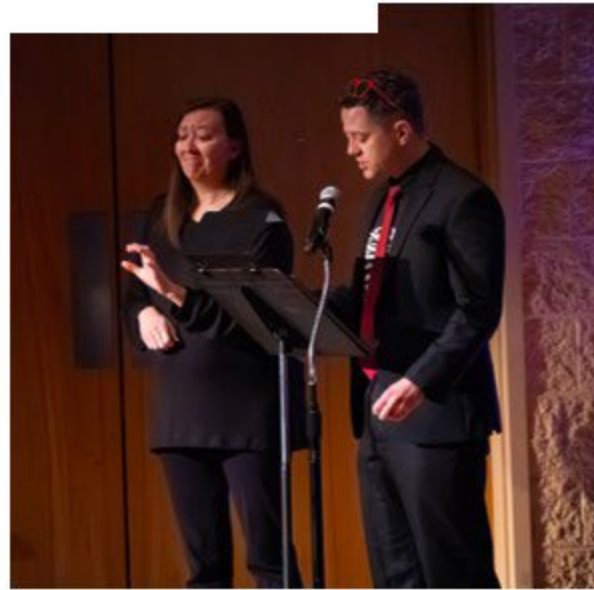
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COMMUNITY
ENGAGEMENT





fw fort wayne
philharmonic
ANDREW CONSTANTINE • MUSIC DIRECTOR



Stories in Music
FREE COMMUNITY ENSEMBLE SHOWS



AT A GLANCE: AUDIENCE PARTICIPATION

- STORIES IN MUSIC/

DUCK MOTIONS IN “PETER
AND THE WOLF”



Update your Accessibility Information on VisitFortWayne.com

Kristen Guthrie, Visit Fort Wayne



Your Website Listing





 Share



Science Central

[VISIT WEBSITE](#) →

 1950 N. Clinton St.,
Fort Wayne, IN 46805

 (260) 424-2400

Spark your imagination at Science Central! Explore 200+ permanent hands-on exhibits, a brand new planetarium, and national touring exhibitions. Get fun, educational items in our Gift Shop.

Admission: \$12.00 at the door and \$11.00 online ages 3 and up, Children 2 and under and Science Central Members are free.

Map+

Accessibility Features+

Offers+

Events+

Your Website Listing



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Map+

Accessibility Features –

Accessibility Features

Attractions

- Accessible gift shop ✓
- Accessible main entrance ✓
- Accessible parking ✓
- Accessible restroom ✓

Additional features

- Home to more than 200 hands-on exhibits, all but the Confusion Illusion Room (angled floor) are accessible.
 - The Demonstration Theater has Voice-to-text and back-support bleacher chairs and wheelchair accessible seating for science programs.
 - There are areas of the building and exhibits that could potentially trigger someone with sensory sensitivities. These locations are the Science on a Sphere Theater (low light), Confusion Illusion Room (angled floor), Recollections Exhibit (flashing lights), and Swap Shop (animals and smells).
 - Patrons may request a quiet area to rest if needed.
 - Science Central hosts regular Disability Days events when modifications are made to the building, exhibits, and staffing to make the visit more enjoyable for all. Each day includes special programming to provide fun, science education for participants with intellectual and developmental disabilities.
- Learn more about the program at: <https://www.sciencecentral.org/explore/our-programs/disability-days/>

- Elevator ✓
- Gender neutral restrooms ✓
- Passenger drop off and pick up ✓
- Paved sidewalks ✓
- Sensory kits available ✓
- Service animals allowed with relief areas ✓
- Universal changing tables ✓
- Wheelchair rental ✓

Venues

- Assisted listening systems ✓

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Venues

- Assisted listening systems ✓

Accessibility Survey

We are collecting information to better serve the needs of our visitors. Please share as much information as possible regarding the accessibility offerings of your business or organization.

To get started, simply select your business type from the options below.

SURVEY BY BUSINESS TYPE



Hotel Accessibility Survey

TAKE SURVEY →



Restaurant Accessibility Survey

TAKE SURVEY →



Attractions Accessibility Survey

TAKE SURVEY →



Parks and Trails Accessibility Survey

TAKE SURVEY →



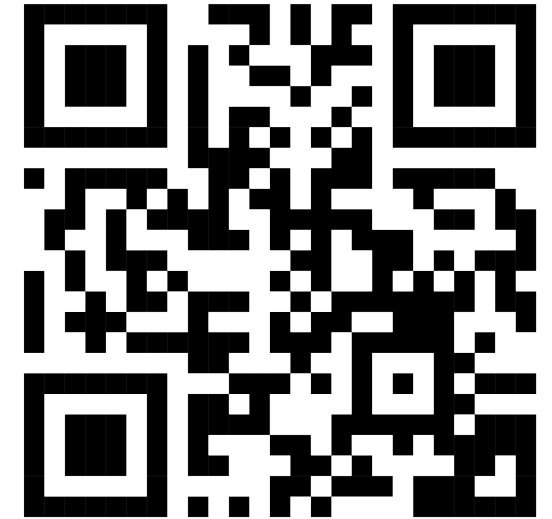
Venues Accessibility Survey

TAKE SURVEY →



Festivals and Events Accessibility Survey

TAKE SURVEY →



[VisitFortWayne.com/
AccessibleSurvey](https://www.visitfortwayne.com/AccessibleSurvey)

Attractions Accessibility Survey

Attractions Survey

Thank you for taking time to fill out this brief survey to give Visit Fort Wayne information on accessible attractions in the Fort Wayne area.

Your First Name*

Your Last Name*

Email*

Name of Attraction:

What accessibility features do you have?

Please select all that apply.

- | | |
|---|--|
| <input type="checkbox"/> Accessible Entrance | <input type="checkbox"/> Passenger drop off and pick up |
| <input type="checkbox"/> Accessible parking | <input type="checkbox"/> Universal changing tables |
| <input type="checkbox"/> Closed Caption TV's | <input type="checkbox"/> Private tours |
| <input type="checkbox"/> Elevator | <input type="checkbox"/> Pictures of accessible features |
| <input type="checkbox"/> Foreign language interpretations | <input type="checkbox"/> Virtual Tours Available |
| <input type="checkbox"/> Gender neutral restrooms | |

Please provide some more criteria for user search filters

Please select all that apply.

- | | |
|--|--|
| <input type="checkbox"/> Accessible restroom | <input type="checkbox"/> Sensory Accommodations for sensitive guests |
| <input type="checkbox"/> Accessible gift shop | <input type="checkbox"/> Sensory kits |
| <input type="checkbox"/> Assisted listening system | <input type="checkbox"/> Service animals allowed with relief areas |
| <input type="checkbox"/> Hearing loop available | <input type="checkbox"/> Sunflower - hidden disabilities kits |
| <input type="checkbox"/> Paved sidewalks | <input type="checkbox"/> Wheelchair charging available |
| <input type="checkbox"/> Private tours | <input type="checkbox"/> Wheelchair rental |

Main entrance width (inches):

Additional features

Please share any additional accessibility features you may have.

* Indicates a required field.

SUBMIT

DESIGNED FOR EVERY STUDENT



Thank you for joining us!

We invite everyone to visit the vendor tables to learn about business services available in Fort Wayne.

For every vendor you visit, register to win one of three \$30 restaurant gift cards.



