Social Enterprises

Manufacturing

Business Services

Supply Chain

Peckham Farms

Environmental Services
Human Services Programs

› Employment & Training Programs
› Career Planning & Evaluation
› Community Employment Services
› Youth Services
› Residential Services
Data Collection

SourceAmerica

ASPIRE to Excellence®

carf INTERNATIONAL

AbilityOne®

PROGRAM

SUPPORTIVE

DCAA

DEFENSE CONTRACT AUDIT AGENCY

FUNDING

PUBLIC EDUCATION
Partnership
Initial findings

Number of people with disabilities on a team

Diversity of disability on a team

Supervisor with a disability
“A vital element of this approach is an abilities-first philosophy in running operations ... The abilities-first philosophy recognizes that individuals make a collective impact on the organization when they are employed right, allowing the organization to maximize the utilization of their abilities and talents.”
# Five-Step Inclusion Model

<table>
<thead>
<tr>
<th>Step</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Create an ability-first supply chain paradigm</td>
</tr>
<tr>
<td>2.</td>
<td>Integrate all people-specific stakeholders</td>
</tr>
<tr>
<td>3.</td>
<td>Co-create ability-centric processes with individuals as the centerpiece</td>
</tr>
<tr>
<td>4.</td>
<td>Create feedback loops to address interdependencies</td>
</tr>
<tr>
<td>5.</td>
<td>Experiment by “enlightened” trial and error</td>
</tr>
</tbody>
</table>