

In a secondary source titled “Disability Inclusion–Moving Beyond Mission Statements” the authors provide statistical evidence for disability inclusion and detail where work should be moving in terms of inclusion. The first few paragraphs address barriers that companies may face in regards to moving to a more inclusive environment. One barrier they speak about is the policy and institutional ones. The authors provide evidence of legal Acts that are in place to protect those with disabilities and further, enforce the idea that all employees are entitled to a suitable work place. Which in turn further raises the question of why do not more workplaces have all inclusive areas. Another barrier they address is the training and hiring process, which is exposed to be selective in the world of ability and disability. The lack of those with disabilities in the workforce creates a harder advocacy for those who want to join the workforce as, the authors state, they do not see enough representation of their identity. The authors write this article in their opinion, and end with the expression that these barriers are easy to change and must, for a more inclusive environment.

I plan to use this source to emphasize my own opinions of disability inclusion in the workforce, and to counter points that may include how it would be difficult to create an universal design and how many hold the opinion that those with disabilities can not perform the same. This article uses the importance of historical policies already set in place, and the ability that institutions have to make a change to convey the message of an universal design. I plan to use this source in that way, to further develop the center of my paper.

Bonnielin, S., & Meeks, L. M. (2019). Disability inclusion — moving beyond mission statements. *The New England Journal of Medicine*, 380(22), 2089-2091. doi:<http://dx.doi.org.libezproxy2.syr.edu/10.1056/NEJMp1900348>