

The main question that is guiding my research is why do not more institutions provide disability services? My argument and research is derived from the notion that making institutions disability friendly is an easy thing to do that benefits all. I believe that this question is of high importance as it is an easy fix that most of us forget about. For those who can walk, walking up a ramp is a quick and easier alternative to taking the stairs. Elevators are seen as the easier way to travel. For those who can see, navigating the way through a crowd can be made in an instant. For those who can hear, notifications can be turned off if they are seen as loud or annoying. However, those who can not do these things do not have the luxury of enjoying the nonchalant gestures people with different abilities have. I became aware of this when I went on a mission trip in Jamaica, and the children who we worked with could not do the basic functions as I could. It put into perspective how much myself and those around me take the functions of life that we forget about for granted. For the work I plan to be apart of in the future, the importance of disability and diversity inclusion is important to me as it reflects the values a company has. To me, if a company can not open up the employment pool to all, what does this say about them? With what we have been learning about organizational culture, this incentive has grown more important to me and has had me reflecting on the world we live in. I will be looking in the professional field mainly as I find more primary sources about those reflecting on the workplace. The secondary sources I have found are those that center about the workplace, and I feel as though the source material is in bulk regarding professional life.