



EVERFI®

Toolkit: Awareness Months & Holidays

July 2025

How to Use This Toolkit

Purpose and Benefits

Nationally-recognized awareness months give you a great opportunity to engage your workforce in DEI conversations and learning all year. We’re making it easier for you with our **Toolkit: Awareness Months and Holidays**. It’s packed with resources that save you time, enabling you to focus on helping your employees gain a deeper understanding and appreciation of one another.

Contents

This easy-to-use toolkit contains the following for the month of **July**:

- Tips and resources that you can include in your employee newsletter or intranet
- Employee lunch & learn ideas with suggested activities and discussion questions
- Additional tools to share with your leaders and supervisors
- Ideas for employee giving and community service projects

***Note:** the resources and links in this toolkit are samples and suggested ideas. Please take some time to carefully review each item’s contents before use, to ensure it is a good fit for your organization.*

Contents

- 2** How to Use This Toolkit
- 3** July Theme: Disability Pride Month



1. Sample Content for Your Employee Newsletter or Intranet

This month we celebrate Disability Pride Month! July is designated as Disability Pride Month in honor of the signing of the Americans with Disabilities Act (ADA) on July 26, 1990. The ADA is an important federal law in the U.S. that prohibits discrimination, and strives to make workplaces, public spaces, and education centers more accessible for individuals with disabilities. Disability pride is defined by [AmeriDisability](#) as “accepting and honoring each person’s uniqueness, and seeing it as a natural and beautiful part of human diversity.”

Did You Know?

According to the [WHO](#), the World Health Organization, about 16% of the world’s population, or an estimated 1.3 billion people, have a disability. In addition, almost everyone is likely to experience some form of disability in their lifetime. While some disabilities may be visible, many are not obvious to onlookers.

Every person with different abilities has unique experiences, strengths, and talents. Unfortunately, others’ lack of awareness, biases, and stereotypes, as well as inaccessible spaces, can all create significant barriers for individuals with disabilities. By taking time to learn more about the experiences and many contributions of people with disabilities, and taking steps to

create an inclusive environment by acting as an ally, we can help break down barriers and support and celebrate the successes of friends, colleagues, family, and community members.

Here are just a few ways to be an inclusive colleague and become a disability A.L.L.Y.:

- **A** – Acknowledge and respect individual experiences and abilities.
- **L** – Learn about different disability types.
- **L** – Leverage your influence to promote accessibility and inclusion.
- **Y** – Yield the floor to people with disabilities to help identify and eliminate barriers.

Dig Deeper

- **Learn:** [Everything to Know About the Disability Pride Flag and Disability Pride Month](#)
- **Read:** [What Does ‘Disability Pride’ Mean To People With Disabilities?](#)
- **Watch:** [How to Help Employees with Disabilities Thrive](#) (6 minutes) and [How Disability Pride Month Inspires Self-Love](#) (5 minutes)
- **Explore:** [Disability Etiquette tipsheet from WID](#), the World Institute of Disability.

2. Employee Lunch & Learn Suggestion: Reframing “Disability”

Have attendees watch the two videos listed above, [How to Help Employees with Disabilities Thrive](#) (6 minutes) and [How Disability Pride Month Inspires Self-Love](#) (5 minutes).

Discuss the videos. Consider using some of the discussion questions below from the Disability Pride Month [toolkit by the National Council on Independent Living](#):

- What is one thing you learned from the videos?
- Disability can be a gain in terms of community, perspective, and identity. What do you think about disability gain?
- What are some ways we can be more inclusive and act as an ally to people with disabilities?
- Specifically in a work setting, what are some ways we can be better colleagues to our coworkers with disabilities?

Tip: If you have a disability related employee resource group/affinity group, consider seeking the groups' input and asking if its members would like to be involved in sponsoring, planning, or holding an employee event or any other company effort to honor Disability Pride Month.

3. Additional Resources to Share with Leaders and Supervisors

- Blog: [3 Big Benefits of Hiring Persons with Disabilities](#)
- Blog: [ADA Discrimination: The Numbers Don't Lie](#)

4. Encourage Community Service and Giving

Engage your employees in honoring Disability Pride Month through giving, volunteering, or introducing them to nonprofit organizations in your area. Here are a few ideas to get you started:

- Highlight organizations that are dedicated to supporting people with disabilities, or promoting accessibility, in your employee engagement portal.
- Invite a representative from a local nonprofit that focuses on disability, disability pride, or accessibility to speak to employees and share their organization's work.
- Consider making a company donation to a nonprofit organization doing work in this area or offer a company-funded grant for which employees can nominate a nonprofit to receive.
- Encourage employees to share information, stories, or photos of a related organization that they volunteer for or support.





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