Disability Alliance (DA) Employee Led Group



DA ELG Mission

DA ELG is dedicated to cultivating an inclusive, equitable, and supportive environment for all employees, with a focus on persons with disabilities. This ELG is for employees with disabilities and allies.









DA ELG's Main Focuses



Education



Monthly meetings to educate and raise awareness within the BCH community about disability culture, rights, and inclusion.

Employee Experiences	BCH Resources	External Speakers
Life as a Physician with a Disability	Global Accessibility Awareness	Disability is Human
The Social Model of Disability at Work	Navigating Leave of Absence and Return to Work Processes	Benefits of Diversifying the Workforce (Collettey's Cookies)
Putting Intersectional Advocacy into Practice	A Deeper Dive into Accommodation Requests	Be on Offense: The Mindset that Creates an Inclusive Workplace

Community



Collaborating with other Employee Led Groups to promote intersectional disability culture and build a supportive network.

- Disability and Rainbow Alliance Meetings:
 - "Putting Intersectional Advocacy into Practice"
 - LGBTQIA+ Pride Month Flyers
 - Craft Event
- Harvest Festival:
 - All Employee Led Groups to bring awareness

Advocacy



Championing workplace accessibility, inclusivity, and equitable policies for employees with disabilities.

- Disability Index 2025
 - Received top score and considered the Best Place to Work in For Disability Inclusion
 - Doing well in :
 - Culture
 - Enterprise-wide access
 - Recruitment
 - Most opportunities for improvement:
 - Employment, Education, Retention & Advancement
 - Accommodations
 - Supplier Inclusion
 - Movement in place for improvements and growth





About Kristen Grip

- Project Manager for Immersive Design Systems (IDS) at BCH
- Disability Alliance ELG co-chair
- Began working at BCH in 2019, in Neurosurgery

- Patient at BCH starting in 2010
- Diagnosed with Epilepsy and Cognitive Disabilities at 13 years old









About Katie McCarthy, MBA, CPACC

Outreach and Support Services Coordinator for the Deaf and Hard of hearing Program at BCH

Disability Alliance ELG co-chair

Presenter, trainer, mentor, advocate

- Born Deaf and utilizes American Sign Language
- "Nothing about us without us."
- Passionate about accessibility and inclusion
- Supports deaf and hard of hearing children ages 0-22 with all communication modalities and hearing levels in educational and natural settings

Preventing Ableism and Promoting Positive Experiences in the Workplace

- Ensuring our buildings are accessible
- Hiring practices and promotion opportunities
- Streamlining a centralized disability office
- Communication and attitudes through training
- Exclusion from conversation or activities
- Validating experiences



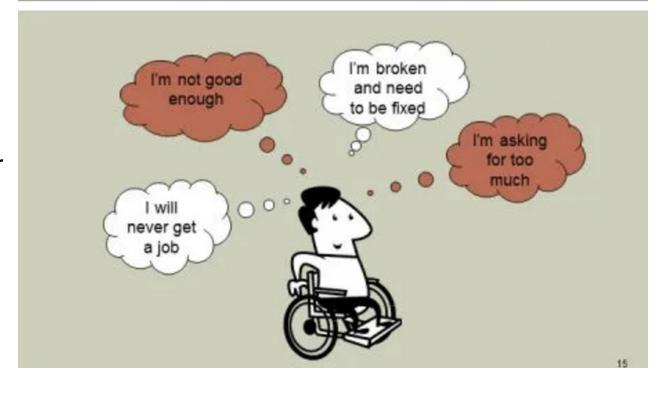




Due to society's biases around disability, employees with apparent or non-apparent disabilities face internalized ableism, where they may not believe they're disabled enough or that disability itself is bad and something to be afraid of, thus fearing the concept of identifying as disabled or disclosing their disability status.

The Disability Alliance ELG and Boston Children's Hospital discusses opportunities for safe spaces and non-discriminatory practices, in order for employees to feel heard and protected.

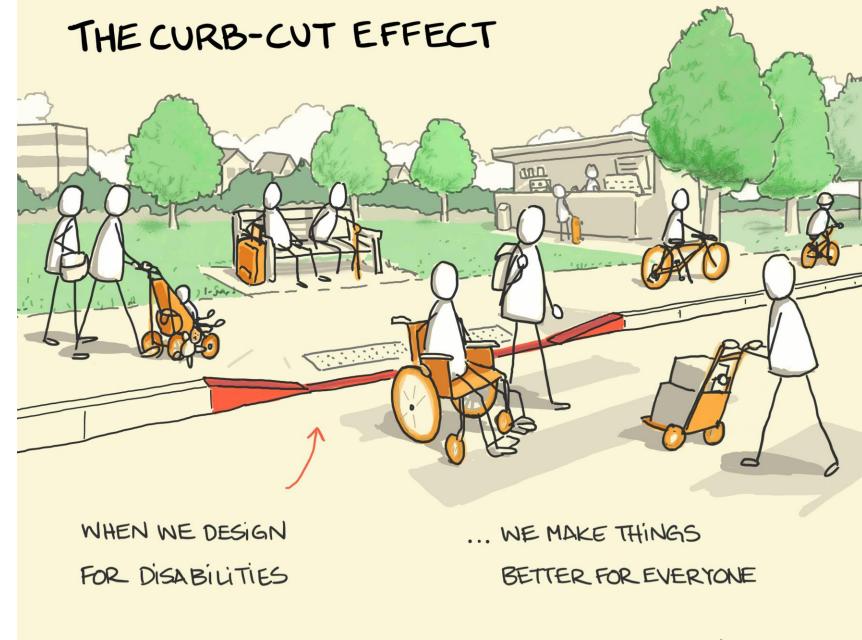
Internalized Ableism







- The Adaptive Inclusivity
 Committee (AIC) at
 Boston Children's
 Hospital is committed
 to identifying and
 recognizing
 accessibility needs for
 employees and
 patients & families
- Inclusion sparks innovation
- Access benefits us all
- Disability drives progress
- Equity strengthens communities
- Universal design helps everyone thrive



sketchplanations



Disability oftentimes intersects with other identities, such as race, gender and sexual orientation. These intersections create unique experiences and challenges.

Boston Children's Hospital and the Disability Alliance ELG hosts events during Disability Pride Month and the Office of Equity and Inclusion sponsors the annual Disability Health Equity Symposium.







Disability Health Equity Symposium July 24, 2025: 9:00 am – 3:00 pm

Hybrid Event | Zoom & In-Person at Karp 1st Floor Boardroom Hosted by the Office of Health Equity and Inclusion, Division of Critical Care, Health Affairs, The Center for Educational Excellence & Innovation, & Human Resources



Join us for a day of connection, learning, and action to advance disability health equity in clinical care, research, and policy.

9:00 AM - 10:00 AM - Monika Mitra, PhD

Nancy Lurie Marks Associate Professor of Disability Policy Director, Lurie Institute for Disability Policy, Brandeis University

10:30 AM - 11:30 AM- Stefanie Ames, MD

Assistant Professor, Pediatrics and Pediatric Critical Care, University of Utah Health



11:30 AM – 12:30 PM
Spotlight on Research
Disability Health Equity Research Collaborative Presentations

12:30 PM - 1:30 PM

Networking Luncheon (In-Person Only)
Sponsored by the Office of Health Equity and Inclusion (OHEI)



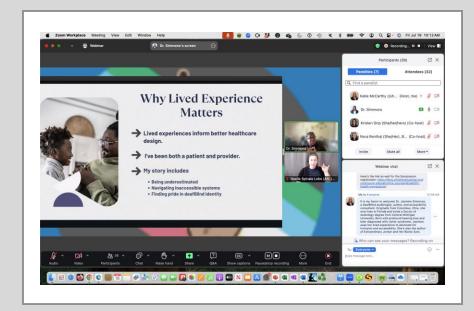
2:00 PM - 3:00 PM- Lisa M. Meeks, PhD

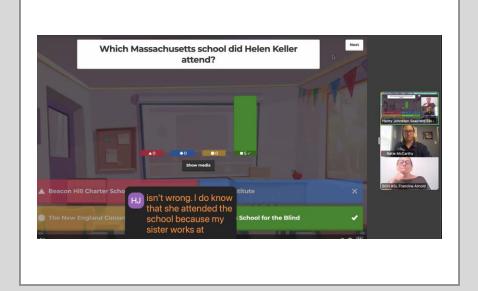
Associate Professor of Family Medicine, University of Michigan Founder, DocsWithDisabilities Initiative

REGISTER NOW:

https://dme.childrenshospital.org/continuing-education/ce-courses/disability-health-symposium

For questions or accessibility accommodations, please contact nora.renthal@childrens.harvard.edu







Acknowledge and respect individual experiences and abilities.

Learn about different disability types.

Leverage your influence to promote accessibility and inclusion.









For more information, contact DAELG@childrens.harvard.edu