

# STARKLOFF DISABILITY INSTITUTE CONSULTING CATALOG

Starkloff Disability Institute (SDI) was created by Max Starkloff, a leader in disability rights. SDI's vision is a world where disabled people thrive. We achieve this by training individuals, assisting companies, and educating the community. Initially, five companies in St. Louis became SDI's "Role Model" companies. Today, more than 60 Corporate Partners have found value in collaborating with SDI.

Our consultants are skilled professionals with disabilities who are prepared to assist you in fulfilling your disability inclusion goals. Our consultants collaborate with you on an hourly basis, offering invaluable insights, guidance, diverse perspectives, and access to resources tailored to tackle the unique challenges of your organization. Our consultants provide a wide array of services, including marketing and communications strategies, implementing workplace accommodations, launching self-identification campaigns, nurturing employee resource groups, conducting training audits, and other services related to advancing inclusion.

Starkloff Disability Institute Consulting also offers a unique resource: Disability Trainers. Starkloff's Disability Trainers are indispensable assets to our consulting services, representing a diverse spectrum of identities and disabilities. Through captivating storytelling, they illuminate the realities of living with disabilities, while also contributing expertise to accessibility audits, focus groups, and other initiatives. Additionally, they excel as small group facilitators and conduct thorough assessments, both physical and digital, ensuring comprehensive support for fostering genuine inclusion.

*Starkloff Disability Trainers,  
ERG Leaders, and advocate  
Haley Moss presenting at the  
2023 Starkloff Disability  
Employment Summit.*



## INDIVIDUAL SERVICES

All consulting services, including training and assessments, are developed and delivered by disabled professionals. All trainings are customizable based on your organization’s needs. Trainings can be single events or courses and include prep-time, consultation, and post-training wrap-up. Trainings formats can include lectures, webinars, videos, role-play exercises, and self-guided learning activities. Some training opportunities include engagement with SDI Disability Trainers. Disability Trainers are disabled professionals who play an integral role in disability inclusion education through storytelling of the lived experience.

Type & Duration	Description	Cost
60-minute Disability Inclusion Training	60-minute training on disability, allyship, disability history, universal design, and/or disability-inclusive leadership.	\$2,500.00
90-minute Disability Inclusion Training	90-minute training on disability, allyship, disability history, universal design, and/or disability-inclusive leadership.	\$3,000.00
2 Hour Disability Inclusion Training + Disability Trainers	Two-hour training on disability, allyship, disability history, universal design, and/or disability-inclusive leadership. This training includes participant engagement with SDI’s Disability Trainers.	\$4,000.00
3 Hour Disability Inclusion Training + Disability Trainers	Three-hour training on disability, allyship, disability history, universal design, and/or disability-inclusive leadership. This training includes engagement with SDI’s Disability Trainers.	\$5,500.00
4 Hour Disability Inclusion Training + Disability Trainers	Four-hour training on disability history, universal design, allyship, and accessibility. This training includes participant engagement with SDI’s Disability Trainers in a small group setting.	\$6,500.00
1/2 Day User Experience Accessibility Assessment + Full Report	Over the course of 3.5 hours, we will collaborate with experts with disabilities to help assess your organization’s facilities. Going beyond meeting the requirements of the ADA, we concentrate on how employees and customers with disabilities feel and experience these spaces. Following the assessment, we will provide a full report documenting accessibility concerns, suggestions, and resources.	\$9,500.00
Full Day User Experience Accessibility Assessment + Full Report	Over the course of 6.5 hours, we will collaborate with experts with disabilities to help assess your organization’s facilities. Going beyond meeting the requirements of the ADA, we concentrate on how employees and customers with disabilities feel and experience these spaces. Following the assessment, we will provide a full report documenting accessibility concerns, suggestions, and resources to guarantee that your spaces are inclusive and inviting to everyone.	\$16,500.00

**Accessible Event Support**– For organizations interested in planning an event that is welcoming to the disability community, SDI provides 1:1 consulting support to optimize event accessibility. Having understood your event goals, we support you with up to 16 hours of event consulting to be used for one event. This includes:

- SDI's Accessible Event Checklist (deliverable)
- Support with selecting accessible venues, inclusive vendors, and relevant speakers
- Guidance on developing disability-inclusive event communications, such as inclusive branding and marketing strategies
- An accessibility audit of all presentation materials and deliverables
- Assistance in planning an accessible hybrid event

Price: \$4,500.00

---

**Agency to Ally Service** - Reserved for non-profit and community partners, SDI offers direct support toward advancing disability inclusion in the workplace, including:

- 90-minute Disability Inclusion Training
- Workplace Disability Inclusion Toolkit (deliverable)
- 6 Hours of consulting support, including 1:1 advising on training audits, policy audits, self-ID campaigns, accommodations, and efforts toward building capacity for disability inclusion (this does not include accessibility/user experience testing)

Price: \$4,750.00

---

**Thought-Partner Service** - Developed specifically for DEI and HR professionals who want an ongoing thought partner and advisor on all things relating to disability in the workplace, this includes:

- Workplace Disability Inclusion Toolkit (deliverable)
- 15 hours of consulting support over one calendar year, including 1:1 advising on training audits, policy audits, preparing for self-ID campaigns, implementing accommodations, and efforts toward building capacity for disability inclusion (this does not include accessibility/user experience testing)

Price: \$5,000.00

**ERG Development** – SDI offers tailored consulting support for disability-focused Employee Resource Groups seeking personalized guidance to accomplish their inclusion objectives. This support includes:

- 90-minute Disability Inclusion training for up to 50 employees
- Membership (for up to two leaders) to SDI’s quarterly ERG Leaders Roundtable
- Workplace Disability Inclusion Toolkit (deliverable)
- 12 hours of 1:1 consulting support over two years directly for disability ERG leaders/members focused on the following:
  - Strengthening ERG membership
  - Developing inclusion goals and metrics for success
  - Increasing awareness of ERG
  - Community engagement initiatives

Price: \$5,500.00

---

**Inclusive Leadership Development** - Specialized training and support that equips people-leaders, from supervisors to senior leaders, with the necessary tools to make decisions that positively impact the transition towards a more disability-inclusive culture. This service includes:

- 3-hour Disability Inclusion Training for Leaders + Disability Trainers for up to 30 employees
- Workplace Disability Inclusion Toolkit (deliverable)
- 6 hours of 1:1 consulting support over one year to assist leaders in taking actionable steps toward inclusion

Price: \$8,500.00

---

**Digital Accessibility User Experience Assessment** - Designed specifically for organizations who want to review the accessibility of their website, product, or system. While we are not web development experts, we have access to individuals just as valuable: Starkloff Disability Trainers. These individuals are available to test your website, product, or system and provide feedback on usability and accessibility. Their feedback is documented in a report we deliver to your organization, along with suggestions for improvement and useful resources. This service includes:

- Up to 20 hours of user experience testing over one year conducted by Starkloff Disability Trainers.
- Full report of documented accessibility challenges, suggestions for improvement based on Universal Design principles, and resources to aid in improving accessibility.
- 6 hours of consulting support to assist your team in implementing recommended changes.

Price: \$13,500.00

**Self-ID Campaign Support**– Whether your goal is to increase diverse hires or improve employee engagement, Starkloff Disability Institute has a record for supporting organizations in increasing their self-identification rates. This tailored service includes 30 hours of consulting support over 2 years to establish your organization's self-ID baseline, develop an effective campaign, and measure your progress. This support includes:

- Disability Inclusion Toolkit (deliverable)
- 30 hours of personalized 1:1 consulting support over two years prioritizing:
  - The evaluation of employee engagement through disability-led focus groups, listening sessions, surveys, and assessments
  - The creation, implementation, and assessment of a self-identification campaign based on your organization's goals
  - The development of impactful, accessible campaign communications and inclusive marketing strategies
  - Monthly check-ins designed to review progress, provide updates, and maintain effective collaboration based on your organization's disability inclusion goals

Price: \$14,500.00

---

**Disability Inclusion Launchpad** - Jumpstart your disability inclusion efforts with Starkloff Disability Institute by your side. Designed for mid to large-size companies who are just beginning their inclusion journey, SDI provides:

- 2 Hour Disability Inclusion Training + Disability Trainers for up to 100 employees
- 1/2 Day User Experience Site Assessment + Full Report
- Workplace Disability Inclusion Toolkit (digital deliverable)
- 12 Hours of consulting support over one year, including 1:1 advising on training audits, policy audits, self-ID campaigns, and efforts toward building capacity for disability inclusion (this does not include accessibility/user experience testing)
- Monthly check-ins designed to review progress, provide updates, and maintain effective collaboration based on your organization's disability inclusion goals

Price: \$19,500.00

**Inclusive Workplace Blueprint** - Starkloff Disability Institute's multi-phased approach to achieve disability inclusion efforts at every level of your organization. We use a top-down and bottom-up approach that allows senior leaders, managers, and front-line employees to go through this journey together over two years. We take the time to help your team understand the reasons behind disability inclusion and why it is beneficial for every department in your organization.

SDI's Inclusive Workplace Blueprint includes:

- 2 Hour Disability Inclusion Training + Disability Trainers for up to 100 employees
- 2 Hour Disability Inclusion Training for Leaders + Disability Trainers for up to 30 people - leaders at your organization
- Full Day User Experience Site Assessment + Full Report
- Workplace Disability Inclusion Toolkit (digital deliverable)
- Access to monthly check-ins designed to review progress, provide updates, and maintain effective collaboration based on your organization's disability inclusion goals
- 36 Hours of Consulting Support over 2 years focused on the following:
  - Roadmap to Inclusion - Using assessment tools, we will establish clear goals and metrics while developing a roadmap for organizational change.
  - Resource Development - We will work with you to develop trainings, workshops, campaigns, and deliverables with the goal of creating a common understanding and language around disability inclusion at all levels of your organization.
  - Capacity Building - We work with you to provide targeted training and development opportunities to specific groups and decision makers across the organization. Examples include working with your talent acquisition team to develop resources for more inclusive hiring, collaborating with your marketing and communications teams to create more disability-inclusive messages, and working with your facilities and IT teams to create more inclusive physical and digital spaces.
  - Sustaining Change - By the end of our journey, our goal is to ensure that the progress made towards a more disability-inclusive workplace continues. We will consult with key decision makers to develop policies and procedures that are necessary for maintaining the momentum and progress on your journey towards disability inclusion.

Price: \$36,000.00

## PEER-LEARNING COHORT

**Disability Inclusion Roundtable** – A disability-led peer-learning cohort designed to drive inclusivity and accessibility within organizations. Up to ten organizations participate in this year-long cohort, offering an open forum to discuss challenges, share insights, and receive constructive feedback from peers and the experts at SDI. Designed for committed changemakers and people-leaders, participants will engage in eight 3-hour sessions over the year, working collectively to craft tailored action plans aimed at enhancing accessibility across all facets of their respective organizations. Participants can expect engaging presentations, discussions, group activities, and guest facilitators who are experts in disability inclusion. Those participating in the Disability Inclusion Roundtable can expect:

- Eight 3-hour interactive sessions focused on advancing disability inclusion for up to 3 members of your organization.
- An organizational baseline assessment of disability inclusion and the development of a tailored roadmap for advancing disability inclusion.
- Case studies showcasing how other institutions have approached disability inclusion challenges and implemented effective practices.
- An exclusive, collaborative network of organizational leaders who are committed to advancing disability inclusion.
- Workplace Disability Inclusion Toolkit (deliverable)
- Complimentary admission to the 2024 Starkloff Disability Employment Summit

Price: \$10,000 for 2-3 individuals per organization

Please note: Organizations must apply to participate, and capacity is limited to 10 organizations per cohort. Scholarships for community agencies and non-profits are available.

## GETTING STARTED

Offerings can be tailored to meet your needs, budget, and timeframe. As-needed hourly consulting support can be purchased for \$400/hr.

To discuss your organizational needs and partnering with Starkloff Disability Institute, please contact:



**Katie Fields**

**Disability Inclusion Consultant**

**[kfields@starkloff.org](mailto:kfields@starkloff.org) or 314-588-7090**