

disAbility Legal Network (the "Network")

Goals

The primary goals of the *disAbility Legal Network* are to:

1. increase visibility and promote awareness and understanding of disability within the legal sector;
2. promote and develop accessibility within the legal sector; and
3. give members the opportunity to make connections and build professional networks.

Allies

The *disAbility Legal Network* will work with supporting law firms, other employers in the legal sector, and representative bodies (our "**Allies**"), who will rotate event hosting and sponsorship.

Allies will host events from time to time (virtual or in-person) to help deliver the *disAbility Legal Network's* goals. The host will co-ordinate the event and will cover costs associated with the event.

Ally Pledge

To be recognised as an Ally of the *disAbility Legal Network*, Allies pledge to:

1. **Increase Awareness/Understanding**
 - a. **Inclusive culture** - Allies will create / promote a culture within their organisation where employees* feel comfortable to self-declare their disability.
 - b. **Training** – Disability awareness training is central to increasing awareness and understanding. Allies will aim to incorporate disability awareness training (at their own cost) into their annual training programme.
2. **Increase Accessibility**
 - a. **Building accessibility** - Allies will work to make their respective office buildings wheelchair accessible and will promote the standards of the Centre for Excellence in Universal Design, where possible.
 - b. **Technological accessibility** – Technology can be a blocker for many people who live with a disability. The Law Society Technology Committee has [collated a list](#) of technology which is used in the legal sector. Allies of the *disAbility Legal Network* pledge to promote the use of such technology in their workplace.

Our organisation agrees to the *disAbility Legal Network Ally Pledge*

Name of Organisation: _____

Signed by: _____

Name (Block Capitals): _____

Position in organisation: _____

Date: _____

*for the purpose of representative bodies "employees" shall include members of that body.