



# Wisconsin Board for People with Developmental Disabilities

[www.wi-bpdd.org](http://www.wi-bpdd.org)

## **People With Developmental Disabilities Work, Lead, and Contribute Every Day**

March is Developmental Disabilities Awareness Month time to recognize something that should be obvious but still isn't said nearly enough: people with developmental disabilities absolutely can work and be strong, contributing members of their communities. Many of us already are.

I've been working for almost four years now. I started part-time with People First Wisconsin and The Arc Wisconsin, and today I work full-time, serve as chair of my state's Developmental Disabilities Council, and contribute to statewide and national advocacy efforts. My story isn't rare, just one example of what becomes possible when people with developmental disabilities are given opportunity, respect, and the right tools.

One of the biggest supports in my work life has been technology. For many of us, tech isn't a luxury, it's accommodation that opens doors. Tools like email, shared documents, scheduling apps, and AI help me stay organized, communicate clearly, and work in ways that match how my brain works. Simple strategies like answering messages right away, marking things unread so I don't lose track, or asking for written directions—make a huge difference.

These aren't "special" accommodations. They're access needs. Everyone has access needs, whether they realize it or not.

When workplaces understand that access is universal, people with developmental disabilities don't just participate, we excel. We bring creativity, problem-solving, lived experience, and leadership. We strengthen teams. We build community. We make workplaces better.

So, this March, let's move beyond awareness and into action:

- Believe that people with developmental disabilities can work.
- Expect us to contribute.
- Provide the tools and access we need to do our jobs well.

- Include us in decisions that affect us.

Because when society removes barriers instead of lowering expectations, people with developmental disabilities don't just fit in we are unstoppable.

BPDD Board Chair

Sydney Badeau