

In this Issue: [Inclusion@Work](#), [Diverse by Design](#) and more!

WHAT'S NEW

[Inclusion@Work Web Resource](#)

EARN is pleased to unveil a new website feature, *Inclusion@Work: A Framework for Building a Disability-Inclusive Organization*. Developed in collaboration with EARN's funding entity, the U.S. Department of Labor's Office of Disability Employment Policy, this resource outlines seven core components of a disability-inclusive workplace, along with a menu of strategies for achieving them. To further illustrate the framework, EARN is also producing a series of seven podcast interviews with employers with exemplary track records in disability employment; the first will be available soon. [Visit Inclusion@Work](#).

[Diverse by Design Symposium](#)

Last week, EARN was pleased to attend the 2017 Diverse by Design™ symposium sponsored by Fifth Third Bank and the Cincinnati USA Regional Chamber. This event convened more than 650 leaders to explore best practices for building a skilled workforce reflective of the area's changing population, and EARN used the opportunity to talk to employers about their experiences employing people with disabilities. Two years ago, the Chamber was one of three organizations to participate in the *Getting Down to Business* pilot program funded by the U.S. Department of Labor's Office of Disability Employment Policy. [Read about Diverse by Design](#).

[Kessler Survey on Supervisor Perspectives](#)

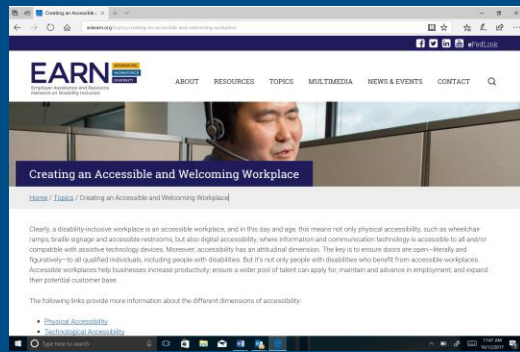
At an event in Washington, D.C. last week, the Kessler Foundation released the results of a new national survey that explored the workplace experiences and perspectives of supervisors related to disability inclusion policies and practices. Conducted in collaboration with the University of New Hampshire's Institute on Disability, the study is the first to look at disability inclusion from this perspective, offering new information to assist employers, policymakers and others in designing policies and programs that foster more inclusive workplaces. [Learn more about the Kessler survey](#).

[Taking Count of Disabilities and Inclusion](#)

A first-of-its-kind study published by the Center for Talent Innovation (CTI) in partnership with U.S. Business Leadership Network (USBLN) – an EARN partner – reveals that more workers in the U.S. than previously thought have a disability, specifically 30 percent of college-educated employees working full-time in white-collar professions. The report, titled *Disabilities and Inclusion*, also highlights how the workplace experiences of employees with disabilities in Brazil, Germany, India, Japan and the U.K. differ from those in the U.S. [Learn more about the CTI report](#).

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ASKEARN.ORG SPOTLIGHT



Creating an Accessible and Welcoming Workplace

October is National Disability Employment Awareness Month (NDEAM). As such, it's an opportune time for employers to consider additional steps they can take to ensure their doors are open—literally and figuratively—to all qualified individuals, including people with disabilities. This section of AsKEARN.org provides information about three different dimensions of accessibility: physical, technological and attitudinal. [Visit *Creating an Accessible and Welcoming Workplace*](#).

MARK YOUR CALENDAR

Wednesday, October 25, 12:00 p.m. – 1:30 p.m. ET

Webinar: The Power of Apprenticeship: Including People with Disabilities

Sponsored by the Northeast Americans with Disabilities Act (ADA) Center and Diversity Partners Project, this webinar will explore current efforts to increase apprenticeship opportunities for traditionally underrepresented populations – including people with disabilities – in job-driven industries. It will also highlight how employers and employment service providers can partner to create or expand apprenticeship programs inclusive of people with disabilities in their communities and address workplace accommodations in the context of apprenticeship. [Register for the webinar.](#)

Thursday & Friday, October 26 & 27, 2017

Event: Technology Changes Everything Forum

Passionate about how technology will impact the workplace in the future? Interested in what these changes could mean for people with disabilities? Attend the *Technology Changes Everything* Forum on October 26-27 at Baruch College in New York City. Hosted by Cornell University's K. Lisa Yang and Hock E. Tan Institute on Employment and Disability, this event will convene leaders, entrepreneurs and students to explore the current and future impact of technology and employment for people with disabilities. There is no cost to participate. [Register for the forum.](#)

Thursday, November 2, 10:00 a.m. – 12:00 p.m. ET

Meeting: Federal Exchange on Employment and Disability (FEED)

The next meeting of the Federal Exchange on Employment and Disability (FEED) will take place on November 2 at the U.S. Equal Employment Opportunity Commission headquarters in Washington, D.C., and the discussion topic will be "Creating Affirmative Action Plans: Best Practices for Federal Agencies." FEED is an interagency working group focused on increasing disability inclusion in the federal workforce, and participation is open to federal employees at any level involved in recruiting, hiring, retaining and advancing employees with disabilities at their agencies. [Learn more about FEED.](#)

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EMPLOYER SPOTLIGHT



Hershey

In a recent interview with the National Organization on Disability (NOD), Alicia "AJ" Petross, Senior Director Global Culture, Diversity and Inclusion, and Engagement at The Hershey Company, shared the iconic candy company's "sweet" approach to ensuring inclusion – including disability inclusion – across its operations. Recently, Hershey was named a 2017 NOD Leading Disability Employer. [Read the interview](#) or [learn more about the NOD Leading Disability Employer](#).

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The Employer Assistance and Resource Network on Disability Inclusion (EARN) is a resource for employers seeking to recruit, hire, retain and advance qualified employees with disabilities. It is funded by the U.S. Department of Labor's Office of Disability Employment Policy under a cooperative agreement with The Viscardi Center. For more information, visit AskEARN.org

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