

## Lead the Way: Inclusive Business Culture

EARN Training Center  
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# Inclusion@Work Framework



# Lead the Way: Inclusive Business Culture



- Making equal employment opportunity for individuals with disabilities an integral part of the company's strategic mission
- Implementing a comprehensive, repeating series of equal employment opportunity initiatives and building a related infrastructure, with leadership as the catalyst

# Corporate Values at Microsoft

Our Employee Resource Groups:  
Asians | Blacks | disAbility | LGBT | Hispanic/Latino | Parents | Women

## disAbility Employee Resource Group

Works with Microsoft initiatives to improve products for accessibility and support experiences for customers with disabilities or who have accessibility questions.

Contact us > disAbility Hiring >

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Inside Microsoft / disAbility Employee Resource Group

### Who we are

The disAbility Employee Resource Group (ERG) was formed in 2009 from constituents of 10 different employee networks. The ERG represents employees with conditions such as hearing loss, blindness, visual impairments, ADD, mobility disabilities, and dyslexia.

### Interesting Facts

- Holds an annual Ability Summit to facilitate innovative thinking related to accessibility; last year keynoted by Microsoft's CEO.
- In 2014, part of the winning team for Microsoft's first //oneweek hackathon, where they worked on Eye Gaze technology

# Lead the Way: Inclusive Business Culture

- Developing and communicating policy statements and other illustrations of the company's commitment to disability diversity and inclusion
  - Affirm the company's commitment to equal employment opportunity
  - Provide for an audit and reporting system of efforts
  - Assign responsibility for ensuring disability inclusion and diversity to a person or office
  - Express commitment to recruit, hire, retain and advance persons with disabilities at all levels
  - Ensure that personnel actions are administered without regard to disability (does not include reasonable accommodation or affirmative employment initiatives)
  - State that employees and applicants with disabilities will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in activities such as filing a complaint or participating or assisting in an investigation into one

# Lead the Way: Inclusive Business Culture

- Distributing an equal opportunity policy statement company-wide
- Seeking input regarding the existence of an accessible and disability-inclusive workplace environment
- Including disability within the company's diversity and inclusion policies and activities

# Employee Resource Groups

- Establishing an enterprise-wide team or affinity group
- *EARN's Toolkit for Establishing and Maintaining Successful Employee Resource Groups*



**A Toolkit for Establishing and Maintaining Successful Employee Resource Groups**

# Lead the Way: Inclusive Business Culture

- Encouraging the workforce to identify barriers and concerns
- Establishing a universal policy providing workplace flexibility
- Implementing work-life programs and initiatives
- Developing emergency management plans that specifically address the needs of employees, customers and visitors with disabilities



# Lead the Way

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I have found that the employment of people with disabilities has proven to be a good and common-sense business decision. It reduces operational cost, increases efficiency and uplifts the morale among other employees.

– SEYED YADEGARI, EXECUTIVE VICE PRESIDENT AND CHIEF OPERATIONS OFFICER,  
1ST BANK, DIVISION OF GLACIER BANK

What can  
**YOU** do?

Campaign for  
Disability Employment

#ThursdayThought

# EARN Training Center

Learn how to create a **disability-inclusive organization** with EARN's Inclusion@Work Framework!

**Don't know where to start? We'll guide you.** Check out these basics and learn how EARN can help your business be more disability inclusive.

**Let's Go!**

**Recruitment & Hiring**   **Retention & Advancement**   **Laws & Regulations**   **Creating an Accessible Workplace**   **Federal Contractor Requirements**   **Federal & State Government Employment**