Lead the Way: Inclusive Business Culture

EARN Training Center
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Inclusion@Work Framework

A Framework for Building a Disability-Inclusive Organization

- Grow Success: Accountability & Continuous Improvement Systems
- Lead the Way: Inclusive Business Culture
- Build the Pipeline: Outreach & Recruitment
- Hire (and Keep) the Best: Talent Acquisition & Retention Processes
- Ensure Productivity: Reasonable Accommodations
- Communicate: External & Internal Communication of Company Policies & Practices
- Be Tech Savvy: Accessible Information & Communication Technology
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

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 /onewrk hackathon, where they worked on Eye Gaze technology.
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• 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
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- 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
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• 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
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