Today’s Agenda

Welcoming Remarks

• Jennifer Sheehy, Acting Assistant Secretary, Office of Disability Employment Policy (ODEP), Department of Labor
• Dexter Brooks, Associate Director, Federal Sector Programs, Office of Federal Operations, EEOC
• Lou Orslene, Director, Employer & Workplace Policy, ODEP, Department of Labor

Presentation: The Relationship between Federal Agency Disability Practice and Employee Outcomes

• Hassan Enayati, Research Associate, Yang-Tan Institute, Cornell University

Presentation: PepsiCo’s “You Belong Here” Self-Identification Campaign

• Kevin M. Fitzpatrick, EEO/AA Compliance Director - Employment Law Team, PepsiCo

Group Discussion of Priority Topic Areas for FY21

• Natalie Veeney, Governmentwide Diversity Program Director (Acting), Outreach, Diversity and Inclusion, U.S. Office of Personnel Management (Moderator)

Closing Remarks

• Wendy Strobel Gower, Co-Project Director, EARN, Cornell University
Hassan Enayati
Research Associate
Yang-Tan Institute, Cornell University
The Relationship Between Federal Agency Disability Practices and Employee Outcomes

Hassan Enayati (he76@cornell.edu)

Yang-Tan Institute, ILR School
Cornell University
February 8, 2021
Acknowledgements/Disclaimer

- The contents of this presentation were developed under a grant to Cornell University for *Connecting Practices to Outcomes: Lessons from the Federal Sector Workplace* from the National Institute on Disability, Independent Living, and Rehabilitation Research, Administration for Community Living, U.S. Department of Health and Human Services (NIDILRR grant number 90IFRE0014). NIDILRR is a Center within the Administration for Community Living (ACL), Department of Health and Human Services (HHS).

- The contents of this presentation do not necessarily represent the policy of NIDILRR, ACL, HHS, EEOC, or OPM and you should not assume endorsement by the Federal Government.
Project Team and Federal Partners

• Sarah von Schrader, YTI, Cornell University
• Hassan Enayati, YTI, Cornell University
• Adrienne Colella, Tulane University
• Leslie Shaw, YTI, Cornell University
• Susanne Bruyère, YTI, Cornell University
• Kate MacDowell, YTI, Cornell University

We would like to thank the EEOC Office of Federal Operations and Office of Personal Management (OPM) for their partnerships and support in accessing and interpreting data.
Background/Motivation for Study

• There is little research that connects formal organizational practices to employee level outcomes like job satisfaction or engagement, or to macro-level organizational outcomes such as diversity representation and turnover (Kulik, 2014).
  o Some studies have focused on women and minority groups (e.g., Dobbin & Kalev, 2013; Kalev, Dobbin, & Kelley, 2006 in the private sector; Naff & Kellough, 2003 in the federal sector)
  o Virtually no research on people with disabilities (Disability Case Study Research Consortium, 2008; Pitts & Wise, 2009).

• Lack of data collection on disability in the private sector, but Federal Government has been collecting data on disability since 2004 under MD-715.
Project Objectives

1) Develop a thorough knowledge base of how diversity practice adoption impacts outcomes, such as disability representation, hiring, and advancement

2) Reveal whether diversity practice adoption moderates differential employee experiences and attitudes of individuals with disabilities

3) Enhance our understanding of findings and increase relevance to our target audience of employers through focus groups of employer representatives and employees

4) Broadly share our findings
EARN Tool


• Tool leverages the findings from our team’s research

• Analysis examined 29 policies reported in the MD-715 Part G with employment outcomes reported in the MD-715 B Tables

• Nine clusters were identified among the 29 policies using the content organization from the Part G form as well as factor analysis
Three clusters predict improved participation and feedback from focus groups confirmed findings:

1. Sufficient staffing and budget for equal employment opportunity (EEO) programs
2. Trend analysis (by race, gender, role, compensation, etc.)
3. Direct supervision of EEO director by agency head

Other Factors:

• Sufficient resources for barrier elimination
• Managerial accountability
• Schedules for conducting barrier analysis
• EEO director involvement
• Disciplined managers for discrimination
• Timely complaint response process
While the Federal Government is a model employer of individuals with disabilities, there continues to be space for increased equity by occupation.
Book Chapter

Presenter Information

Kevin M. Fitzpatrick
EEO/AA Compliance Director - Employment Law Team
Pepsico
What is the Program?

PepsiCo is committed to cultivating an environment of inclusion and success for people with different abilities.

Our Employee Resource Group (ERG) EnAble champions inclusion of people with different abilities and provides support resources for PepsiCo associates with other abilities and for their caregivers.
Section 503 Requirements for Federal Contractors

Section 503 of the Rehabilitation Act, Revised March 2014

Requirement for all federal contractors to conduct a mass campaign inviting all employees to participate in voluntary self identification campaign every 5 years.

2019 was the 5th year
2019 Disability Awareness Video

• August 1 through September 30, 2019
  Weekly employee with a disability or caregiver of a family member with a disability
  feature video released to the field to share more compelling individual focus

• October 2019: Disability Awareness Month
  Full release of PepsiCo 2019 Disability Awareness video – “You Belong Here”
  All Corp Communication boards system-wide
  Separate files share with field for addition to locally controlled media boards

• Executive Speakers:
  o Ramon Laguarta, PepsiCo CEO
  o Umran Bebe, SVP, Chief Global Diversity & Engagement Officer
  o Patrick McLaughlin, SVP, PFNA CHRO

• Employees and Caregiver Testimonials
  o Multiple Employees – Cross-Divisional Representation
Understanding Your Culture Matters

Employee Participation Incentive
Self-Identification Disability Process

$200 Raffle Opportunity - Self Identification Disability Process

PepsiCo is committed to cultivating an environment of inclusion and success for people with different abilities.

- PepsiCo requires Voluntary Self ID Disability information (disclosing your disability status - if you have or do not have a disability**)
- Completing this Self ID Disability Form has no impact on your employment or health benefits
- Neither Local HR nor your manager has access to the form
- Self ID'ing as having a Disability does not mean you need an Accommodation

** If you need an accommodation please contact HR. PepsiCo has a robust process to address requests for accommodation.

$200 Gift Card Raffle Opportunity

To be eligible to participate in your location's raffle to win a $200 Gift Card，请 complete the following steps by October 25, 2019 (winners to be announced the week of October 28th)

1) Visit MyPepsiCo.com
2) Click on MyHR under the Pay, Benefits & Careers Tab
3) On the Life Events tab, select Voluntary Self-Identification of Disability Status
4) Complete the checklist
   - Step 1: View Form CC-305 (Required By U.S. Regulation)
   - Step 2: Go to Personnel Profile

Reach out to your location HR Business Partner if you have any questions about the process.

*Normal tax rules apply*
Formula for Success

• Communication Structure/Early Education
• Multiple Level Leaders Support & Engagement
• Competition: Feed the Culture of Winning
• Weekly Tracking & Scorecards
• Inspire the Best Performance of All Our People
Any Questions?
Group Discussion of Priority Topic Areas for FY21

• Poll questions to determine priority areas for FEED for FY21
• Open discussion – submit ideas/comment through the chat box
• If you prefer to submit feedback anonymously, please email Akinyemi Banjo at banjo.akinyemi@dol.gov
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. This publication is fully funded by the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP) under cooperative agreement No. OD-33975-19-75-4-36 with Cornell University. The total four-year cost of this agreement amounts to $10,000,000. This document does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.
Thank You!

Visit us at AskEARN.org