



Lead the Way: Building an Inclusive Business Culture

NETAC

National Technical Assistance, Policy, and Research Center
for Employers on Employment of People with Disabilities

EARN

Employer Assistance and Resource Network

About EARN

EARN supports employers in recruiting, hiring, retaining and advancing individuals with disabilities through confidential services including:

- Individual consultation and technical assistance
- Customized trainings and webinars
- Easy-to-find online answers and resources at www.AskEARN.org

EARN is part of the National Employer Technical Assistance, Policy, and Research Center at Cornell University funded by the Office of Disability Employment Policy, U.S. Department of Labor.



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EARN | *exchange*
A Business & Disability Blog

Presenters

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USBLN®



Business Strategies that Work: A Framework for Disability Inclusion

- Lead the Way: Inclusive Business Culture
- Hire (and Keep) the Best: Personnel Processes
- Ensure Productivity: Reasonable Accommodation Procedures

Business Strategies that Work (cont)

- Build the Pipeline: Outreach and Recruitment
- Communicate: External and Internal
Communication of Company Policies and Practices
- Be Tech Savvy: Accessible Information and Communication Technology
- Grow Success: Accountability and Continuous Improvement Systems

Abilities Related People Networks

- AccessAbilities focuses on driving firm-wide change
- Abilities Champions improves how EY processes impact people with disabilities and builds awareness and educates locally
- Caregivers Circle and Parents Network provide knowledge, resources, and peer support

Three Focus Areas

- Safety & Productivity
- Career Development
- Education


E&Y Materials

- Quick Guides
- Videos
- Handbooks
- Posters
- Quizzes

ERNST & YOUNG
Quality In Everything We Do

Ernst & Young AccessAbilities™ minutes

Speaking up



■ Did we ask?
■ Assumptions
■ **Speaking up**
■ Weighing words
■ Solutions
■ Small gestures
■ Ready
■ Ask for help
■ Not a joke
■ Anticipating
■ Doing better
■ Not helpless
■ Different paths
■ Distance
■ Contribution
■ Flexibility
■ Little things
■ Alternatives

⏪ ⏸ ⏩ Skip Intro

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External Outreach

- Sharing practices through USBLN, EARN's Circle of Champions, NBDC, ILO Global Business and Disability Network
- Sponsoring COSD, mentoring students, creating tools for job seekers
- Sponsoring Disability Owned Business Enterprise Certification,
- Entrepreneurship Boot Camp for Veterans with Disabilities and Institute for Veterans Military Families
- Serving on Advisory Board for Disability Equality Index
- Participating in research, learning events, presentations

Lessons Learned

- Focus on accommodations and accessibility
- Plan for career success, not just retention
- Educate everyone
- Training isn't enough; integration is key



Contacts & Resources

EARN www.askearn.org

ODEP www.dol.gov/odep

Ernst & Young www.ey.com

USBLN www.usbln.org

JAN www.askjan.org

Business Strategies that Work Framework:

- <http://www.askearn.org/docs/Framework.pdf>
- <http://www.askearn.org/docs/BusinessStrategiesThatWork.pdf>

October is
**National Disability Employment
Awareness Month!**

This year's theme is

“Because We Are EQUAL to the Task”

Mark your calendars and watch for updates from
EARN on special October webinars and events!



Thank You!



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