I plan to do two things:
1. Discuss how Ernst & Young employs and supports people with disabilities
2. Share our approach to accommodations
3. Disabilities inclusiveness is a key priority.
   ► Inclusiveness is among top global priorities
   ► Core competitive advantage
   ► Accountability
     ► Global Sponsor
     ► Americas Inclusiveness Officer
     ► Advisory Council
     ► Steering Committees
     ► Network Leaders
4. Four keys to successful inclusion of people with disabilities
   ► Recruit the best talent – in whatever “bodysuit”
   ► Provide the tools, resources, information, equipment and environment needed to excel
   ► Plan for career growth
   ► Educate everyone – not just key groups
5. Our strategy focuses on environment and culture:
   1. Enabling people by providing tools, information, resources, and career support
   2. Building awareness and educating so people of all abilities feel included
6. We have several networks focused on disabilities
   AccessAbilities™
     ► 200 members, with/without disabilities, all ranks, regions
     ► Focus on firm-wide changes
     ► Advise on initiatives, create activities to build awareness
   Abilities Champions
     ► By region and functional group
     ► Improve how EY processes impact people with disabilities
   Caregivers Circle; Parents Network
Knowledge resource and support groups
External experts run calls; post information on internal sites

7 We focus on three areas. The first is safety and productivity.
- Emergency evacuation plans, audits, education
- Accommodations consultations
- Technology accessibility – e.g. captioning
- Office accessibility improvements, e.g. electric doors

8 The second is career development.
- We plan ahead so disability doesn’t limit opportunities
  - Career paths
  - Performance issues
  - Changes in business process
  - Flexibility
- We provide support for people with disabilities
  - Coaching and mentoring
  - Consulting
  - Networking internally and externally

9 The third is education.
- Key groups – recruiters, human resources, managers, trainers, technology staff
- Build awareness through embedding in business group events, communications
- Include in online newsletters, meetings and events
- Include messages and photos in sites and materials
- All our resources made available on an internal site

10 We use a variety of materials. These include quick reference guides ...
11 and videos that tell stories.
- AccessAbilities video – our people discuss working with disabilities and how each of us can be more inclusive
- AccessAbilities “minutes” – EY people share true stories about working with disabilities that teach
what and what not to do

►

12 We create handbooks on special topics
*Getting support, supporting others* offers guidance on non-visible disabilities.

13 ... and posters to get people thinking about disabilities in new ways.

14 It’s key to understand what accommodations are and are not.
► Employers must reasonably accommodate individuals with known disabilities. Even if no assistance is requested, if we suspect a disability is impacting ability to perform, we must explore accommodations.
► We are required to “engage in an interactive process”.
► Most accommodations that don’t significantly change our business operations would be considered reasonable for a large employers like Ernst & Young.
► Accommodation does not mean different standards of performance, only different ways of working
► Accommodation does not mean changing essential job functions
►

15 Accommodations improve performance and add value to the business.

► A productivity tool, like technology
► An investment in building capabilities, like training
► Requested / implemented by the field; funded and approved by each business unit
► Simple documentation; positive presumption
► AccessAbilities consults with all parties; a collaborative, ongoing process with scheduled check-ins

16 Accommodations change how work is done – where, when, with what tools or processes.
► Tools and equipment – screen readers, voice to text, ergonomic furniture, electric doors, temperature adjustments
► Location and schedule – telework, office change, adjusting hours, days
► Business processes – professional services like reader, interpreter, proofreader, speech therapist, coach, also added reviews, “restatement” memos, quality checklists, etc.