

# Disability-Inclusive Workplace Culture: Building it to Last

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# Our Moderator



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# Our Presenters



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## The Four A's

### Attitude

Create a firmwide corporate environment with the **right business strategy and "attitude"** to recruit, hire, retain and advance the careers of people with disabilities

### Accessibility

Establish **firmwide policies and strategies** that ensure reasonable **"accessibility" standards** are maintained for employees with disabilities

### Accommodations

Eliminate barriers with **processes and systems** so candidates and employees can get the reasonable **"accommodations"** they require to perform their jobs

### Assimilation

**"Assimilate"** qualified people with disabilities into the firm, as well as into **management and leadership positions**

## Delivering results against the Four A's

### Attitude

- External: Media interviews, speaking opportunities
- Internal: Firmwide policy on disability inclusion/autism; mental health campaign
- Resources: Employee/ manager guides, videos, intranet, newsletter, Access Ability Business Resource Group

### Accommodations

- Centralized intranet page to learn about – and request – accommodations
- Live-captioning team
- MyAccessibility Hub



**Office of  
Disability  
Inclusion**

### Accessibility

- Assistive technology, global help desk for employees with disabilities
- Global Real Estate (e.g., access badge bracelets, building accessibility)

### Assimilation

- Autism at Work, BeST
- Self-ID numbers are up
- Hiring slates include people with disabilities
- Promotions happening
- Ongoing manager education

# Presentation Resources

## JPMorgan Chase Resources:

- [Our Impact: Office of Disability Inclusion](#)

## Accenture Resources:

- [Getting to Equal: The Disability Inclusion Advantage](#)
- [Enabling Change: Getting to Equal 2020: Disability Inclusion](#)
- [AI for Disability Inclusion: Enabling Change with Advanced Technology](#)

## Related EARN Resources:

- [Inclusion@Work: A Framework for Building a Disability Inclusive Organization](#)
- [Inclusion@Work: Micro Course Series](#)

# Continuing Education Credits?



# EARN Funding Statement

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