Our Moderator

Susanne Bruyère, PhD, CRC
Co-Director, EARN
Director, K. Lisa Yang and Hock E. Tan Institute on Employment and Disability
Cornell University
Our Presenters

Jim Sinocchi
Managing Director, Global Office of Disability Inclusion
JPMorgan Chase & Co.

Vani Seshadri
Vice President, Global Inclusion & Diversity
Accenture
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

**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
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?

SHRM

SHRM-CP | SHRM-SCP

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Employer Assistance and Resource Network on Disability Inclusion

AskEARN.org
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.