May 2021

Inclusion Works Monthly Update

* **73 COMPANIES ARE IN FOR INCLUSION WORKS (IW):**

Please welcome Airbnb, Church Mutual Insurance Company, and Gap Inc. to the IW Community of Corporations.

* **2021 DISABILITY:IN CONFERENCE RECORDINGS:**

Disability:IN Conference registrants will continue to have on-demand access to [the plenary sessions, breakout sessions, and expo booths in the Hub](https://disabilityin.org/2021conference/hub/) until the end of 2021. The 2022 Disability:IN Annual Conference will be in Dallas, TX from July 18-21.

* **2021 INCLUSION WORKS MEETING RECORDINGS AND SLIDE DECKS ARE AVAILABLE TO INCLUSION WORKS COMPANIES AND THEIR EMPLOYEES:**

The July 12th Inclusion Works meeting recordings and slide decks can be accessed using the links below. They will also be loaded onto the Inclusion Works Resource Library and available in perpetuity.

* Channel 1: 1.1 Welcome & Introductions and 1.2 The Intersection of Disability, Race and Ethnicity…The Learning Leaders’ Perspective: <https://vimeo.com/583466419/1d2cc8a9ba>
* Channel 1: 1.3 Taking Disability into Consideration for Post COVID-19 Return to the Workplace Planning: <https://vimeo.com/583465053/b99ba99a88>
* Channel 1: 1.4 The Path to Digital Accessibility: <https://vimeo.com/583464595/f547975f3e>
* Channel 1: 1.5 How to Create and Implement Targeted Hiring Programs: <https://vimeo.com/583463219/a8dba924f9>
* Channel 2: 2.1 B/ERG Planning for Global Disability Employment Awareness Month (DEAM), Global Accessibility Awareness Day (GAAD), and International Day of Persons with Disabilities: <https://vimeo.com/583462546/ac54688b88>
* Channel 2: 2.2 Creating Impactful Mental Health Programs in the Workplace: <https://vimeo.com/583461669/438bd8bdec>
* Channel 2: 2.3 Recruiting and Supporting Neurodistinct Employees: <https://vimeo.com/583469218/374004a7da>
* Channel 2: 2.4 Developing a Disability Inclusive Supplier Diversity Program: <https://vimeo.com/583468269/ecddfb1104>
* [Link to Channel 1 Slide Deck](https://disabilityin-my.sharepoint.com/%3Ap%3A/g/personal/kate_disabilityin_org/ERdFlQokFqdIvfEi8H-kVl4BHKUG0oL82kB-HZRDX55wKg?e=MScMed)
* [Link to Channel 2 Slide Deck](https://disabilityin-my.sharepoint.com/%3Ap%3A/g/personal/kate_disabilityin_org/EYbF8E907OlMh4XNeKmjbSkBlKe8A6g2KnmYyGQEri7tYQ?e=jBJ4R7)
* **LEARN MORE ABOUT THE DISABILITY:IN NEXTGEN LEADERS “VIRTUAL” MATCHMAKING EVENT:**

Talented NextGen Leaders, college students and recent college graduates, are searching for internships and full time-employment. Disability:IN offers one-on-one speed networking opportunities to our corporate partners at the Annual Disability:IN Conference. Company representatives are matched with NextGen Leaders studying STEM, Business, Finance/Accounting and other disciplines: [Learn more about the 2021 NextGen Leaders](http://r20.rs6.net/tn.jsp?f=001B2jXFa-6p_8g453yjW7IiPomS5wi5GaMBwBG44AnsY_yDD31IMFRCULb44C96zO2BUInZsyhi863UGXOFge9-CfXLPEJ2PnvoTYHbUMrMAblhZqDruFXCX773cf5syilijQZzxpEFN5V_K8cuuyh6nj5JYsgRG5dPsMROtDDYEIHf3D1-LmFPl4vD9-GetyVP0pYi_cEVtEgEP7igfx7pUCKcSrFBV_r&c=5dIwLmkiQGCoD4_2dW4_XF5LGhD4axraFWDYc680XA_XYurSOsooiQ==&ch=61dcM09YvBaI8bt8gEWgNXSk-FcBm2RzVvEyWaOnt2NOhIsKTuQZ3A==). For more information, watch the [Matchmaking Info Session Recording](https://us02web.zoom.us/rec/play/QXkEW6gPC4iq4GkhUBKD5YL1waFDSW8BXUABMIC0GT3DvNrrn29MF2wQa7gRy8iAsICxvPtie6Xrui7C.MTQh0bdN3b1u0JDr). To learn more about getting your company involved, contact Lynn Simonye Lynn.S@disabilityin.org

* **KEEP THE MENTAL HEALTH AWARENESS MONTH MOMENTUM GOING WITH THE FOLLOWING RESOURCES:**
* [Four Ways Employers Can Support Employee Wellbeing Post-COVID](https://makeadifference.media/mental/four-ways-employers-can-support-employee-wellbeing-post-covid/?utm_source=rss&utm_medium=rss&utm_campaign=four-ways-employers-can-support-employee-wellbeing-post-covid)
* ["The Me You Can't See" a 5-part series on mental health and emotional well-being with Oprah Winfrey, Prince Harry & others](https://youtu.be/dWevopoBmAE)is now streaming on Apple TV+.
* **IN HONOR OF THE MAY 20TH GLOBAL ACCESSIBILITY AWARENESS DAY (GAAD), ACCENTURE RELEASED WITH DISABILITY:IN AND AAPD A NEW REPORT ON ARTIFICIAL INTELLIGENCE (AI):**

[AI for disability inclusion | Enabling change with advanced technology](https://www.accenture.com/_acnmedia/PDF-155/Accenture-AI-For-Disablility-Inclusion.pdf%22%20%5Cl%20%22zoom%3D40%22%20%5Ct%20%22_blank) found that designing, developing, and using AI in the right ways can tap the incredible potential of talent with disabilities, while helping all workers reach their potential. According to the report, there are three foundational steps that organizations can take to leverage AI’s potential as an enabler of change for disability inclusion:

o   Expand executive awareness of the power of AI to foster inclusion.

o   Focus in on the myriad benefits of AI while screening for and eliminating the possibility of unintended consequences.

o   Use the R(AI)S guiding principles (Responsible, Accessible, Inclusive, Secure) to inform decision-making about using AI to improve inclusion.

* [**MEET BRENDAN**](https://www.youtube.com/watch?v=voK7k4HtGRA)**:**

Amazon is running an impactful ad featuring Brendan Gramer, Senior UX Design Manager and Global President of AmazonPwD, emphasizing the importance of accessible communication for everyone.

* **INTEL ANNOUNCES ITS FIRST EVER NAME SIGN:**

Intel has added a visual representation created by sign language users for its name and to promote and celebrate the company’s Deaf community: [Deaf Community Delivers a New Way to Say Intel](https://blogs.intel.com/jobs/2021/05/the-deaf-community-delivers-a-new-way-to-say-intel/?linkId=100000045570848).

* **DELTA AIRLINES IS PROUDLY DISPLAYING THE DISABILITY EQUALITY INDEX (DEI) LOGO ON THE AIRLINE’S FLEET OF PLANES:**

If you fly Delta, checkout the DEI logo grouped with other logos to the right of the plane’s boarding door. If you want to discuss DEI logo placement ideas at your company, contact Becky Kekula, DEI Director: becky@disabilityin.org.

* **“AMERICA’S RECOVERY: POWERED BY INCLUSION,” NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM) THEME:**

[View the National Disability Employment Awareness Month resources](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTA1MjEuNDA5MDI4MzEiLCJ1cmwiOiJodHRwczovL3d3dy5kb2wuZ292L2FnZW5jaWVzL29kZXAvaW5pdGlhdGl2ZXMvbmRlYW0ifQ.bcLCc1hMcUdDFbVLsAS68edEWN800snLlR1Cyz_DSn8/s/743174869/br/106786172070-l)with a calendar of daily suggestions for observing NDEAM throughout the month of October 2021.

* **COVID-19 VACCINATION AND THE ADA:**

The Job Accommodation Network (JAN) has published [COVID-19 Vaccination FAQs](https://askjan.org/blogs/jan/2021/04/faq-covid-19-vaccination-and-the-americans-with-disabilities-act.cfm?utm_source=govdelivery&utm_medium=email&utm_campaign=ODEP_Newsletter_4-23-21), which outline what employers can and cannot ask employees about their vaccination status, whether employers can mandate employees to get vaccinated and how vaccinations impact telework as a reasonable accommodation.

* **DISABILITY:IN GLOBAL ROUNDTABLE AND APAC, EMEA AND LATAM COUNCILS:**

The Disability:IN Global Roundtable and its 3 Regional Councils in APAC, EMEA and LATAM are interactive forums for business leaders to engage with peers across industries on disability inclusionpolicies, programs, and trends in the U.S. and around the world. The following are events planned by the 3 Regional Councils. If you would like to get involved, please email Kate Calcutt: Kate@disabilityin.org

* APAC Council *Disability Advantage Conference*: April 20-22, 2022, Google Tokyo Events Center, sponsored by Accenture and Google with Intel and Disability:IN. The APAC Conference is an in-person event by invitation only.
* EMEA Council *Disability Inclusion Virtual Summit*: October 13, 2022. Agenda to be announced. Please register by October 6, 2021:  [EMEA Summit Registration](https://forms.office.com/Pages/ResponsePage.aspx?id=m4o2JXpLH0iZF5pnySh2tKYZDWlZ9GRFlHzh877gJeFUOUI3SlVIVFA0NTk2RVpRTzBXQlZFVTRSTC4u&wdLOR=c1800FFF9-8AD5-40B8-A469-4D846C8FC3CB)
* LATAM Council Webinars: 5 webinars scheduled in 2021-2022. The second webinar is *Mental Health in the Latin American Workplace in the Age of COVID-19*, October 19, 2021, 12–2:00 PM U.S. ET. [LATAM Webinar Registration](https://forms.office.com/Pages/ResponsePage.aspx?id=m4o2JXpLH0iZF5pnySh2tKYZDWlZ9GRFlHzh877gJeFUQ0hXRUVDUDY5QURKSzhaUFlUS0Q1SFhDVi4u)
* **DIGIAL ACCESSIBILITY RESOURCES FROM LAINEY FEINGOLD, DISABILITY:IN DIGITAL ACCESSIBILITY RESOURCE:**
	+ Adobe is releasing a full set of [Inclusive Design Training](https://adobe.design/inclusive/) materials in June.
	+ [Microsoft Accessibility Fundamental Training](https://www.microsoft.com/en-us/accessibility/supplier-toolkit-resources) is targeted to suppliers and offers a host of helpful resources.
	+ [The Microsoft Accessibility Fundamentals 2.5-Hour Training](https://docs.microsoft.com/en-us/learn/browse/?term=accessibility&terms=accessibility) is the first section of this page. The page lists other accessibility training.
* **DISABILITY:IN RESOURCES AVAILABLE TO INCLUSION WORKSCOMPANIES AND THEIR EMPLOYEES:**
	+ [IW Resource Library](https://disabilityin.org/what-we-do/inclusion-works/password-protected-page-for-participating-companies/) **Password:** IW2020 (Password is case sensitive)
	+ [Disability:IN Corporate Partners Portal](https://nam06.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdisabilityin.org%2Fresources2%2Fcorporate-partners-portal%2F&data=02%7C01%7Cdafu%40linkedin.com%7C064276d2dba944d8212b08d81884b155%7C72f988bf86f141af91ab2d7cd011db47%7C1%7C0%7C637286305471390580&sdata=cxewdHOXNmbzijdtPcvDRh%2B%2FW7ZtsLY3n6ZawiCqOlQ%3D&reserved=0) **Password:** DisabilityAdvantage (Password is case sensitive)
	+ [Disability:IN Resume Database](https://resumedatabase.disabilityin.org/) with hundreds of resumes of talent with disabilities: Username: InclusiveRecruiter Password: YourNextHire (Username and Password are case sensitive)
	+ [Join a Disability:IN Committee](https://disabilityin.org/what-we-do/committees/) For more information contact Jordan Krug: Jordan@Disabilityin.org
	+ [Infographic on Global Disability Employment](https://disabilityin.org/resource/infographic-global-disability-employment/)
	+ [10 Disability Inclusive Illustrations](https://disabilityin.org/resource/disability-inclusive-illustrations/)
	+ [3 Disability Inclusive Posters](https://disabilityin.org/resource/disability-inclusion-posters/)