



Looking for a disabilities-friendly workplace?

EY is committed to creating a strong people culture by including, developing and engaging all of our people. Our inclusive culture allows each person to excel in a high-performing environment. It's one of the reasons outside organizations continue to recognize our people and our achievements.

As you speak with potential employers, you may want to determine if an organization's culture is inclusive of everyone, including people with disabilities. How might you do that? Here's a checklist of leading practices you can look for in potential employers.

- Materials highlighting a commitment to diversity and inclusiveness, specifically mentioning disabilities
- Materials with images of a diverse selection of people, including people with visible disabilities
- Accessible materials available in alternate formats
- Accessible office environments
- Public recognition for its disabilities-related employment practices
- At least one disabilities-related employee network or affinity group
- A dedicated accommodations function
- People with visible disabilities working at all levels and functions
- People with disabilities progressing in their careers
- Processes to support a commitment to flexibility for everyone
- Resources dedicated to promoting disabilities inclusiveness
- Active participation in the disabilities community
- Disabilities-related efforts aligned with business development, product development, marketing or other revenue generating activities
- A supplier diversity program that includes businesses owned and run by people with disabilities

For more information on EY's inclusiveness initiatives – including our handbook for our employees with disabilities and their supervisors and co-workers – please visit www.ey.com/About-us.



**Building a better
working world**

CAREERS & the disABLED magazine spoke with Lori Golden who leads EY AccessAbilities™, the firm's effort around building an enabling environment for people with disabilities, about topics of interest to jobseekers and professionals.

As AccessAbilities™ leader, Golden facilitates the AccessAbilities™ and Abilities Champion networks and drives a variety of initiatives aimed at enhancing accessibility in EY offices, making internal communications, meetings, training, and technology more accessible and user-friendly; educating people on disability-appropriate etiquette, language, and inclusive work habits; and raising awareness of invisible disabilities. Golden has been a featured speaker for the Burton Blatt Institute, Cornell University's School of Labor Relations, the Office of Disabilities Employment Policy/Department of Labor, the Job Accommodation Network, the National Business and Disability Council, and the U.S. Business Leadership Network. She has been with EY fifteen years and is a graduate of Harvard University.

C&D: The new term 'diversity & inclusion' has been the keyword for corporate and government policy. How would you define diversity & inclusion at EY?

Golden: Diversity speaks to how EY recruits and hires people from different backgrounds, cultures, ethnicities, sexual orientations, abilities and disabilities. We value difference and believe it helps us create and deliver better business results. Diversity means a wide range of kinds of people in the room. Inclusiveness refers to how we leverage their different perspectives and talents to optimize performance. With respect to people with disabilities, our goal is not just for our people to succeed, but for them to thrive and become leaders in the organization.

C&D: What is your advice to jobseekers as they begin their career search?

Golden: Jobseekers need to see if prospective employers are disability friendly. What advocacy organizations do they belong to in the disability community? Check to see how an employer can offer you support to grow and develop your career. How does the employer approach accommodations and promote accessibility? What structures or processes support them? It is important to look for the employer's inclusiveness initiatives, focusing not only on people with disabilities, but for everyone.

C&D: What resources can jobseekers utilize to find answers to these questions?

Golden: Jobseekers should do their homework by visiting the employer's website and/or reading their annual reports. Look for photos and images of the workplace and the employer's general mission statement and vision. Are people with disabilities shown or mentioned? What can you tell about the culture of the organization? Are the website and materials accessible?

C&D: What questions are effective for jobseekers to ask in the interview?

Golden: Ask specific questions about the employer's disability efforts. How are people educated about disabilities issues? What resources are there to support people with disabilities? Look around the office to see how accessible it is. Also, question the employer about its affinity groups and if there are people with disabilities in their upper ranks.

C&D: What about disclosure issues?

Golden: There is no need for jobseekers to disclose a disability on a résumé. You want to share information with a recruiter after you have been offered a position. If you need an accommodation for the interview, then ask after you have scheduled the interview.

C&D: What can new hires do to assimilate into the workplace?

Golden: Forming solid relationships with supervisors and co-workers is very important. Relationships help you get the support you need so the work gets done. Positive, open communication is key.

C&D: How has EY fostered its message of inclusiveness for people with disabilities?

Golden: We believe in educating our people broadly in as many ways as we can and have developed a variety of resources and tools to do that. We have posted our new handbook and other materials – videos, a series of quick guides, brochures, and posters, on our website www.ey.com. Many of these are downloadable as PDF files from our inclusiveness pages.

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