



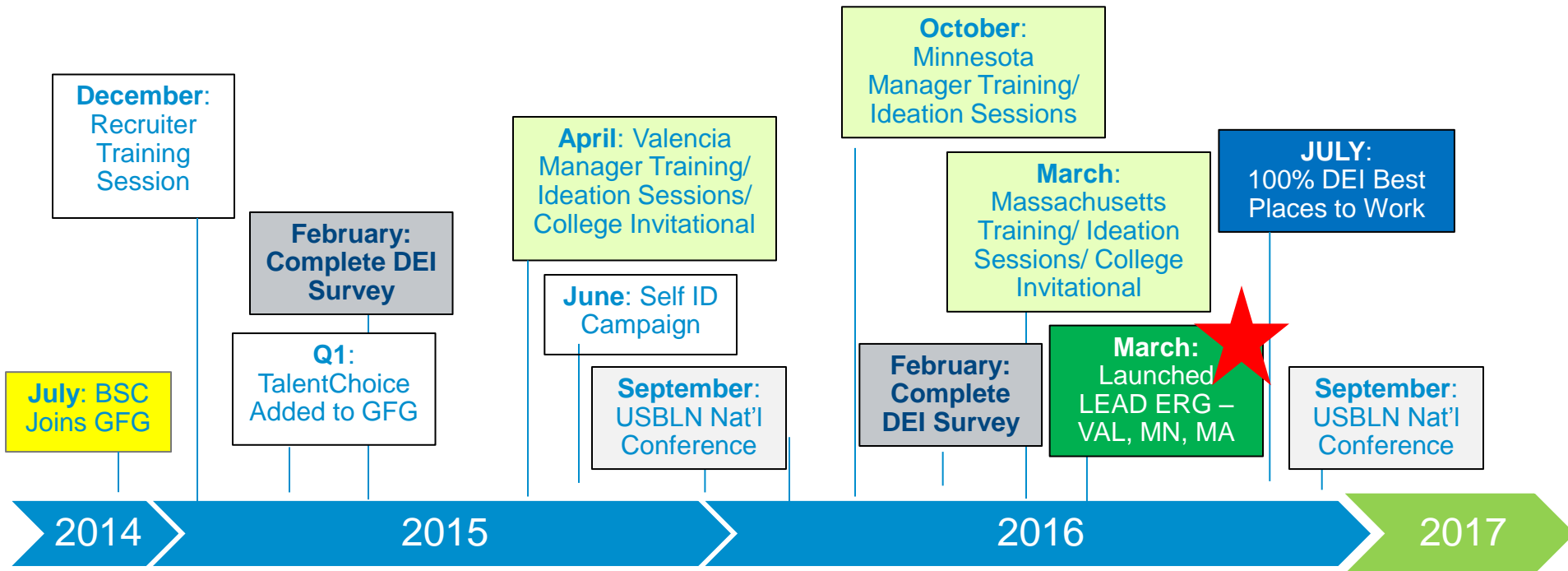
## **LEAD Employee Resource Group**

January 24, 2017

# **LEAD**

Leadership, Education and Allies for Disabilities

# Our Journey



## Building Momentum to Attract Talent - Ongoing Training and Resources

Expand Leadership Engagement in Disability Supplier Diversity Programs (DSDP)

Engage state & external partners to assess accessibility requirements and increase hiring and engagement of persons with disabilities

Plan strategic presence for thought leadership and recruitment at USBLN Nat'l Conferences & other local programs



**LEAD**  
Leadership, Education and Allies for Disabilities

2014: Initial interest in forming an employee resource group

2015: Planning and vetting for ERG support

- Application for ERG
- Alignment to a global model, requiring education & support for this ERG beyond the initial location where interest generated
- Executive Sponsorship, local and global level
- Alignment on ERG name that was meaningful and not overly used
- Alignment on Mission/Vision for ERG

2016: Launched ERG in 3 main sites – and grew to 7 chapters by end of 2016

- Valencia, CA
- Boston, MA
- Twin Cities, MN

2017: Growth, education and engagement

# LEAD Leadership Structure

CHAPTER	CO-LEAD	CO-LEAD	EXEC SPONSOR
<b>LEAD Boston</b>	Jenna Priola	Harry Grey	Matt Anglin
<b>LEAD Coyol</b>	Maria Laura Rodriguez	Ana Fernandez / Ivannia Vega Montoya	Jose Guillen Montenegro
<b>LEAD Dorado</b>	Keyla Ayala	Maria T. Garcia	Arlene Acevedo
<b>LEAD Heredia</b>	Ligia Carmona	Fatima Fonseca	Juan Carlos Quesada
<b>LEAD Minnesota</b>	Jessica Hayson / Maia Savitt	Mary Anderson	Dave Knapp
<b>LEAD Spencer</b>	Lynn Owen		Ken McKee
<b>LEAD Valencia</b>	Andrea Morton	Kristin Morton	Kristen Hedstrom



**Ed Mackey**  
EVP, Global Operations  
*Global EC Sponsor LEAD ERG*



**Veronica Angel**  
D&I Liaison



**LEAD**

Leadership, Education and Allies for Disabilities

## **Our Mission:**

LEAD promotes the inclusion and celebration of people with any disability to be empowered to bring their “whole selves” to work.

We raise awareness for issues specific to people with disabilities in the workplace and community while creating allies and sustaining a safe environment where we can learn, teach and share resources for individuals, customers and allies.

## **Our Vision:**

To be a trusted thought leader for disability inclusion by being an advocate in the workplaces and communities where we do business. To be the company of choice for employees, candidates and customers.

LEAD is open to all employees including persons with disabilities and allies of persons with disabilities. We respect the sensitivity of disclosure and do not require anyone to share information that they not comfortable sharing.