

PEOPLE WITH DISABILITIES EMPLOYEE RESOURCE GROUP

Overview



GENERAL MOTORS

HISTORY

- Established in 1993
- Initially a small Affinity group of less than 25 members
- Pre-dates the establishment of the formal Diversity department at GM
- Original initiatives focused primarily on Product and GM Facilities
 - GM Mobility, OnStar, TTY, Volt, Quiet-Vehicle Studies
 - Provided input to building design guidelines exceeding ADA requirements
- Worked closely with GM benefits
 - Sick leave policy, disability benefits, etc.
- Early successes with product, aftermarket, marketing, facility redesign, and C-Suite level leaders with a disability leading the ERG
- ERG impacted by 2009 bankruptcy
 - Down to 2 active members
 - Rebuilding since 2012

TODAY

- 233 members
- 1 of 12 Employee Resource Groups at GM
- Member of GM ERG Council lead by Chief Diversity Officer
 - Participation in All-ERG meetings and initiatives driven thru Diversity
 - Working towards launching All-ERG conference in Q4 2017
 - All Council members have dual reporting to function groups and to CDO
- Self-ID for Disability since 2013
- Currently going thru re-branding effort
 - Considering Lessons Learned and Best Practices as we re-invent our ERG
- Personal presence at GM events is critical to recruiting new members
- Working with other Detroit-area companies to build a local Disabilities ERG network
- Community support is a critical value for our ERG
 - Rising Stars Academy, Special Olympics, America's Vet Dogs

WHO WE ARE AND WHAT WE DO FOR GM

