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DISABILITY AND EMPLOYMENT:
Strengthening the Workforce

Disability Inclusion & Business Strategy

The Valuable 500

Our Valuable 500 companies and leaders have committed to putting disability inclusion on their business leadership agenda. We're processing new companies all the time and are proud to announce the following confirmed organisations.



Disability:IN - 2020 Employer of the Year



Employee Business Resource Groups (EBRGs)

- **THE BUSINESS IMPERATIVE OF EMPLOYEE BUSINESS RESOURCE GROUPS**

- Drives our business by breaking down barriers and changing mindsets
- Unleash the powerful potential of our employees
- It is a key business strategy and core value of our culture.
- Drive business results, enhance employee engagement, and grow leaders.
- **EBRGs present an opportunity for you to:**
 - Learn about the unique culture, background, and experiences
 - Champion grassroots/community events
 - Provide diversity insights to the Company's operating divisions
 - Assist in recruiting and retention opportunities
 - Foster leadership effectiveness
 - Support critical business functions, such as global marketing

~10% of employees globally are members of an EBRG.

- **Asia Pacific Association**
- **Merck capAbility Network**
- **Merck Hispanos Organization**
- **Merck Interfaith Organization**
- **League of Employees of African Descent**
- **Native American Global Indigenous People**
- **Next Gen Network**
- **Merck Rainbow Alliance**
- **Veterans EBRG**
- **Merck Women's Network**



Merck CapAbility Network

- The Merck capABILITY Network (MCN) is an inclusive network that offers a forum to colleagues with disabilities and their allies to support their professional development.
- Collaborates with the department of Global Diversity and Inclusion to support disability compliance initiatives and reasonable accommodations.
- Members are corporate ambassadors at internal and external events.



Merck CapAbility Network - Education of Company Community

- **ARTLIFTING Traveling Art Show** - Organization focused on helping former homeless people and people with disabilities express themselves through art. Corporations often purchase the art for display in their locations.
- **LightUp Purple Events across sites** - A day where corporations worldwide turn their lights purple to recognize the International Day of Persons with Disabilities
- **September Global Diversity & Inclusion Events**
- **October National Disability Employment Awareness Month**
- **Disability:IN** - 2020 Corporation of the Year and NextGen Mentoring
- **Universal Design** - A process that enables and empowers a diverse population by improving human performance, health and wellness, safety, and social participation by removing barriers.



Merck CapAbility Network - Talent Acquisition

Creating hiring opportunities for individuals with disabilities

- Expand hiring efforts domestically and globally
- Strategic Partnerships: Best Buddies, Disability:IN, Getting Hired
- Work w/ Facility Partners to Create Opportunities: SBM, CBRE, Sodexo, FLIK, Mentor
- College Visits – To Campus and To Merck
- Shark Tank Program
- SELF-ID Campaign
- IT Partnership for Digital Accessibility



Merck CapAbility Network - Community Outreach

- Sponsorship of I/DD organizations events e.g., Best Buddies Gala and Friendship Walk
- **Millburn Papermill Playhouse/Autism-friendly events** - Autism-friendly performances to accommodate individuals with autism and other developmental disabilities, and the families and professional who support them.
- **Neighbor of Choice Program** - Work by non-profit organizations whose mission is to improve the quality of life of people and the environment in communities in which the company operates.
- **Everas Non-Profit Company Store Support/Events** - Support independence and community inclusion for people across a broad spectrum of ability and specialized needs
- Bring Your Child To Work Day events to ensure accessibility and activities for ALL children
- Tactile Carnival across sites in PA & NJ

Universal Design

“A process that enables and empowers a diverse population by improving human performance, health and wellness, safety and social participation by removing barriers”

7 Principles of Universal Design:

- Diverse
- Flexible
- Intuitive
- Perception
- Minimal Hazard
- Low Effort
- Appropriate Space



Designing Facilities that are **Founded** on Universal Design Principles **Will Differentiate** Companies in the **Marketplace**

How Universal Design Positions a Company

Dares us to look beyond differences in physical, visual, auditory, cognitive, and speech abilities, and go beyond ADA or local accessibility standards.

- **Diversity** - Creating inclusive places and spaces that are easy to understand regardless of the user's experience, knowledge, or language skills.
- **Competition for talent** – Skillfully executed workplace can be a positive differential for organizations. Statement to all employees on the organization's commitment to creating spaces for everyone where individuals and teams can flourish.
- **Improved safety** - A key outcome of Universal Design is that the design minimizes hazards and the adverse consequences of accidental or unintended actions for all users.
- **Renovations & New Build** – Framework of strategies recognizing the idea that a campus, or building can be created in a way that makes it usable by a diverse range of people.

Merck Kenilworth – Human Health Office

- 7 UD principles imbedded in our Engineering Design Standards.
- Strategies agreed upon at the start of every project with the emphasis on making the design flexible, intuitive and safe for all.
- Since every disability is not visible, be thoughtful. Include privacy rooms and focus rooms that can be used by everyone, especially helpful if an individual has anxiety, ADHD, or just needs a moment.
- Egress routes for employees and guests truly better for everyone.
- Variety of space types and ergonomic workstations.
- Educate our Engineers and our A/E and CM partners so they can embrace, execute and deliver our universal design strategy.



Thank You

Resources If You Want to Learn More About Universal Design:

[Disability Inclusion Solutions](#)

[Progressive AE](#)

[Disability:IN](#)