



DIVERSITY | LEADERSHIP | INNOVATION

## Disabilities ERG Readiness Survey Data Summary

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September 21, 2010



# Overview

Jennifer Brown Consulting, in partnership with USBLN, has developed a comprehensive study to help companies assess the state of Disabilities ERGs and how their practices and policies are positioning them to impact the overall business.

- Leading up to the 2010 USBLN national conference, we invited companies to participate in this survey in order to benchmark the results and provide feedback to participating companies at the conference. The data provided in this report is an aggregation of the information provided in the survey from the 23 companies who participated in the survey compared with your company's responses.

# Who is JBC?

**Jennifer Brown Consulting (JBC)** is in the business of transforming human potential and aligning individual performance to drive organizational results.

**JBC specializes in four key Practice Areas: Strategic Consulting, Training, Coaching, and Research & Events.** We transform businesses by harnessing leadership, fostering innovation, and leveraging diversity through our offerings. We are dedicated to meeting clients' needs and delivering a solid ROI through results-oriented solutions.

**JBC's expertise in Employee Resource Groups** has been leveraged by dozens of Fortune/Global 500 companies to develop ERG: architecture, effectiveness and business impact, leadership and competency, and development. JBC consistently develops and delivers both ERG-specific sessions and cross-ERG strategy workshops.



# JBC Practice Areas

## STRATEGIC CONSULTING

D&I Strategy Development & Facilitated Organizational Design  
Employee/Business Resource Group Strategic Advisory

## TRAINING

Diversity 2.0: The Organization of the Future  
Performance Management  
-Goal Setting, Delegation, Feedback, Conflict Management

## COACHING

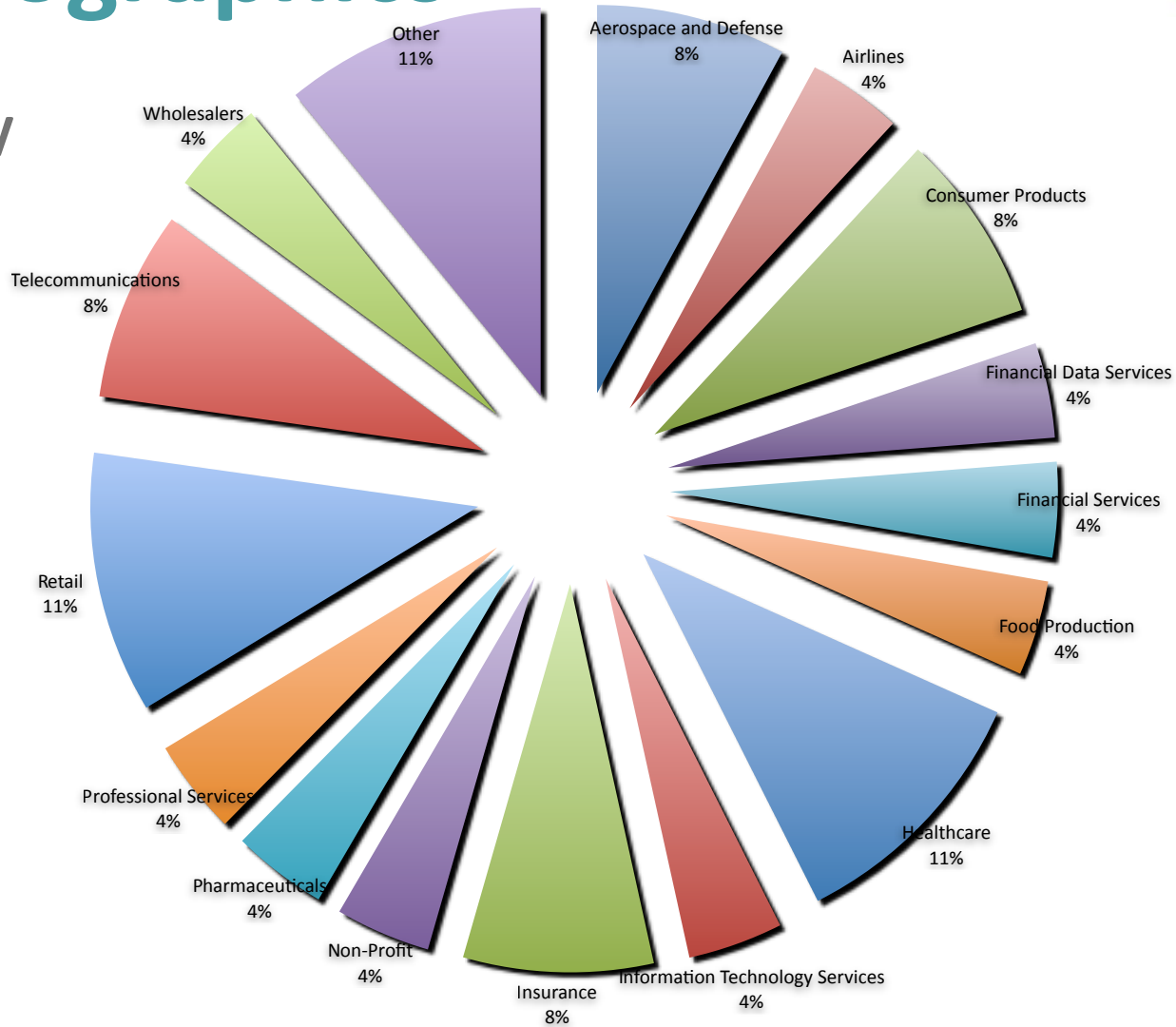
Executive Coaching 1:1  
Coaching Programs for ERG Leaders and Chairs

## RESEARCH & EVENTS

ERG Summits & Best Practices  
Benchmarking Studies

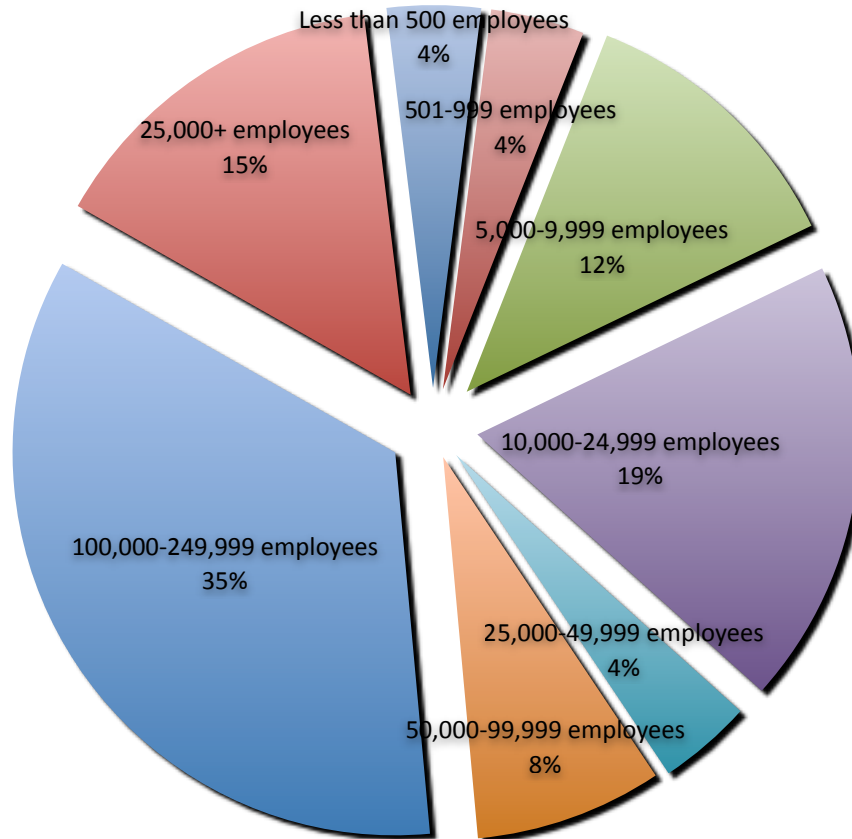
# Demographics

## Industry



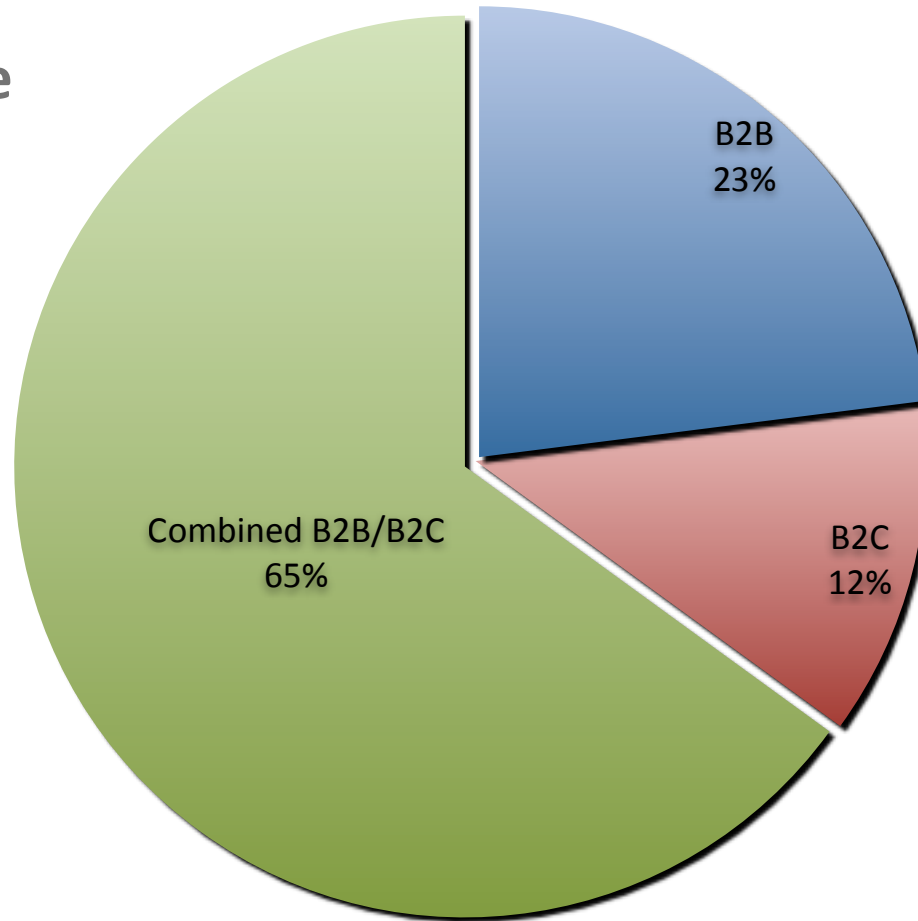
# Demographics

## Company Size



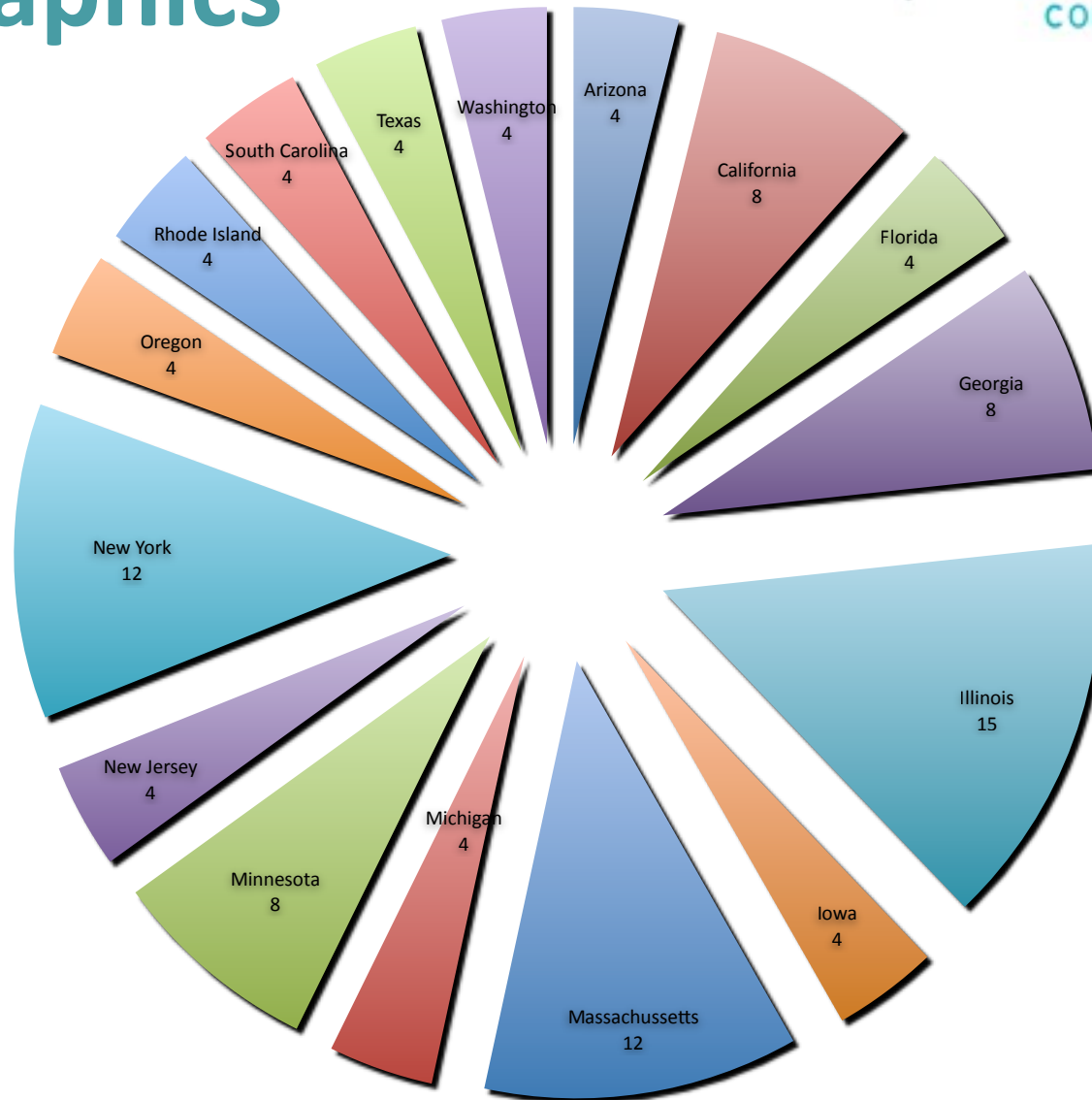
# Demographics

## Customer Base



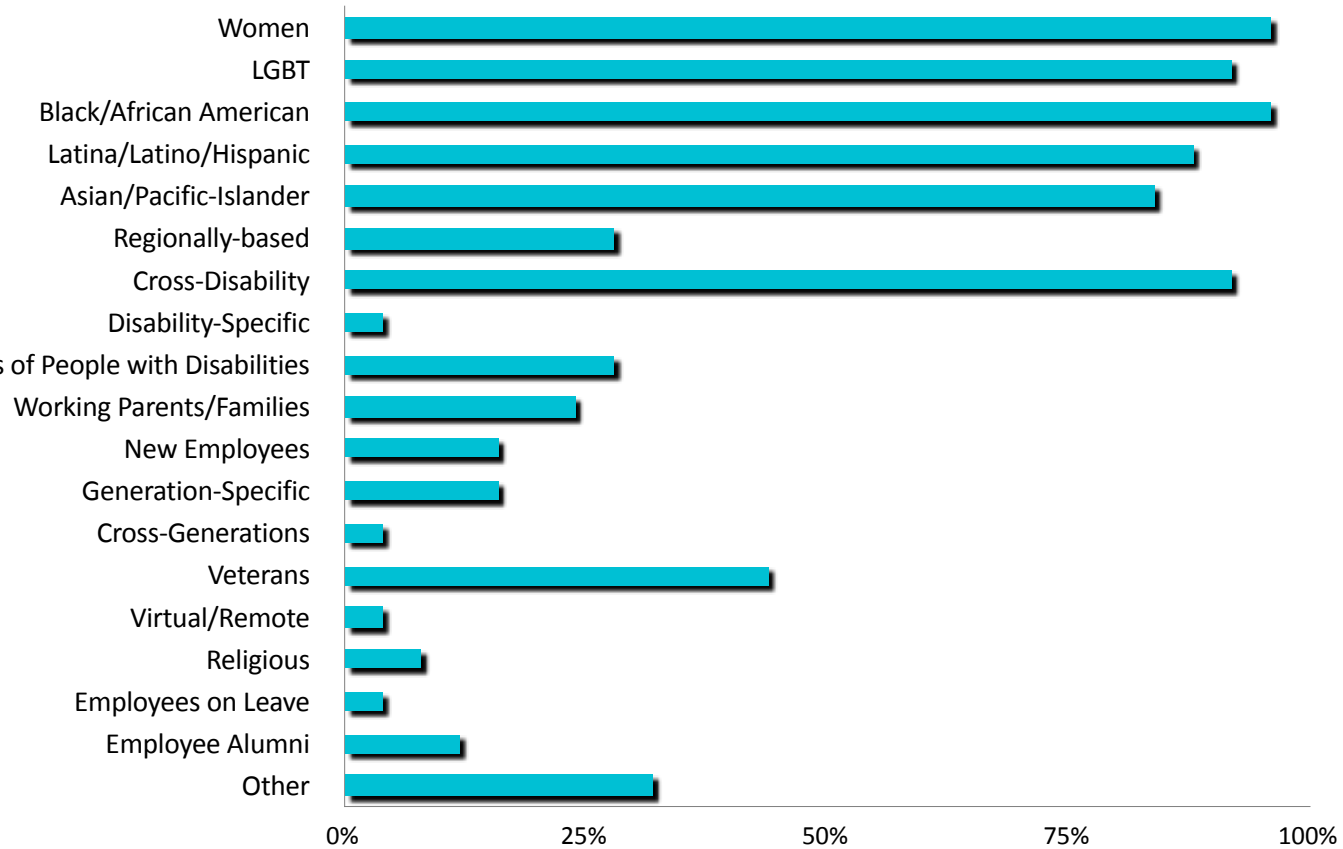
# Demographics

## Location



# ERGs

## Which of the following ERGs does your company have?



# ERGs

## Who is eligible for membership in your company's Disabilities ERG?

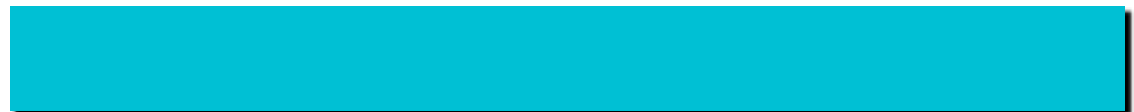
Employees with disabilities



Employees with family or friends with disabilities



Allies of people with disabilities

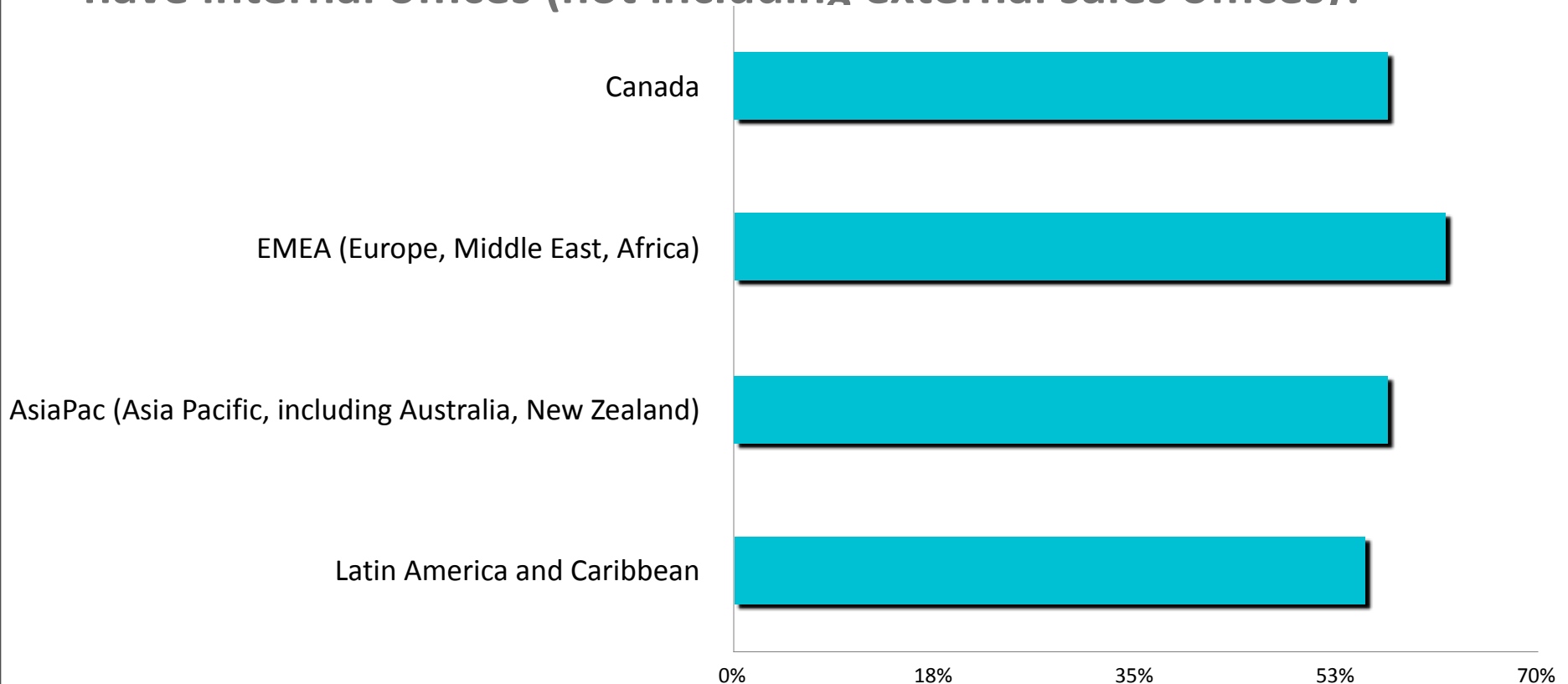


0% 25% 50% 75%

Average percentage of members without disabilities - 57%

# Global ERG Development

In which of the following non-US regions does your company have internal offices (not including external sales offices)?



# Global ERG Development

For the following regions, please indicate whether your company has or plans to have dedicated ERGs:

	Canada	EMEA	AsiaPac	Latin America and Caribbean
Has dedicated non-US ERGs	19%	31%	19%	19%
Looking to develop within 12-18 months	15%	4%	8%	8%
No plans to develop ERGs in the region	31%	23%	27%	19%
No business presence in the region	15%	19%	15%	23%

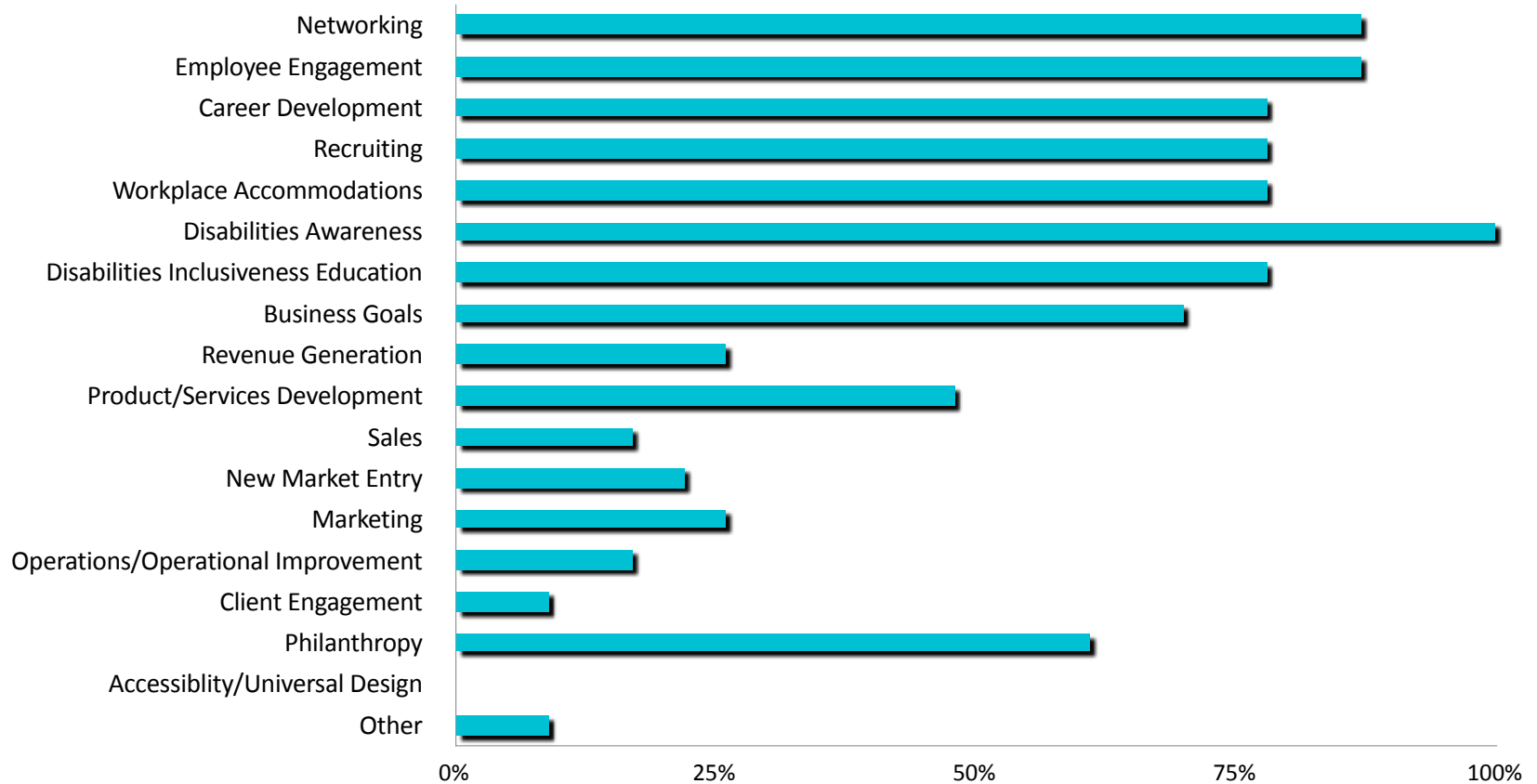
# Global ERG Development

For the following regions, please indicate whether your company has or plans to have a dedicated Disabilities ERG:

	Canada	EMEA	AsiaPac	Latin America and Caribbean
Has dedicated non-US ERGs	8%	15%	8%	8%
Looking to develop within 12-18 months	15%	8%	8%	8%
No plans to develop ERGs in the region	42%	31%	42%	31%
No business presence in the region	15%	19%	15%	23%

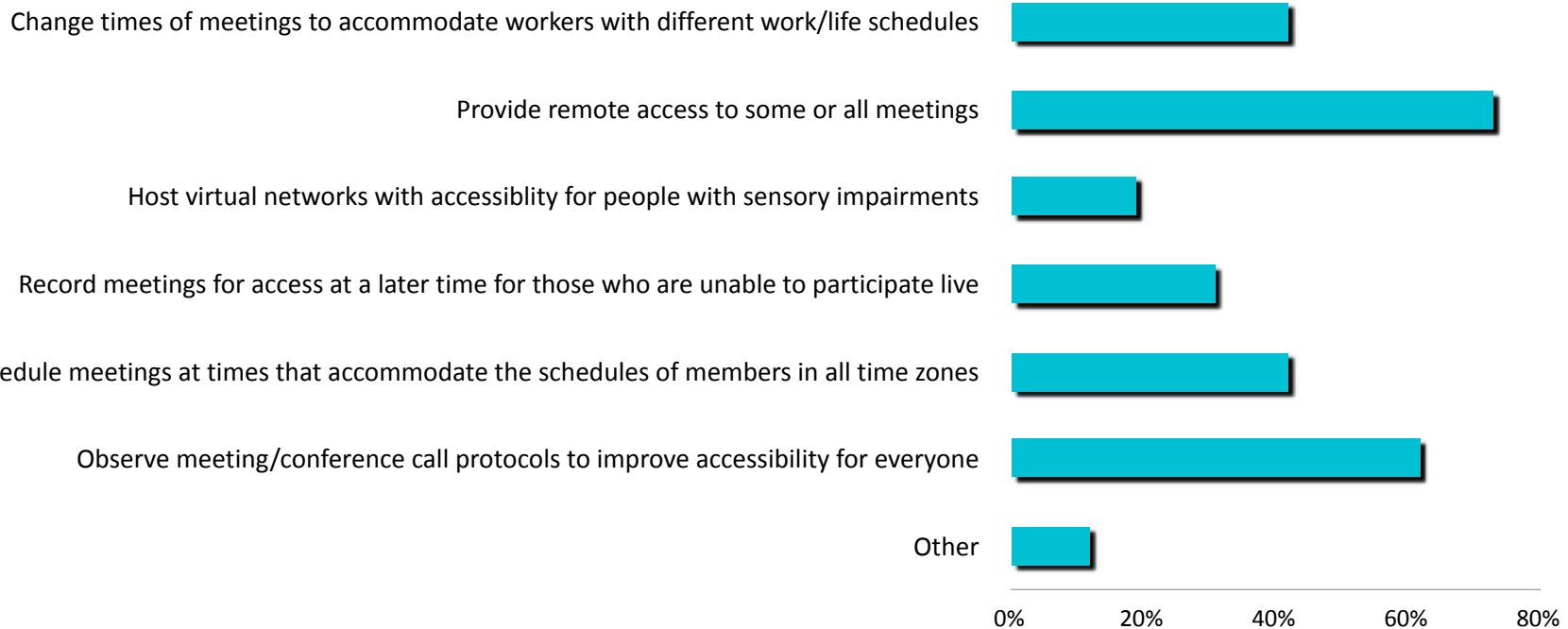
# Business Alignment

Which of the following topics do your company's Disabilities ERG address?



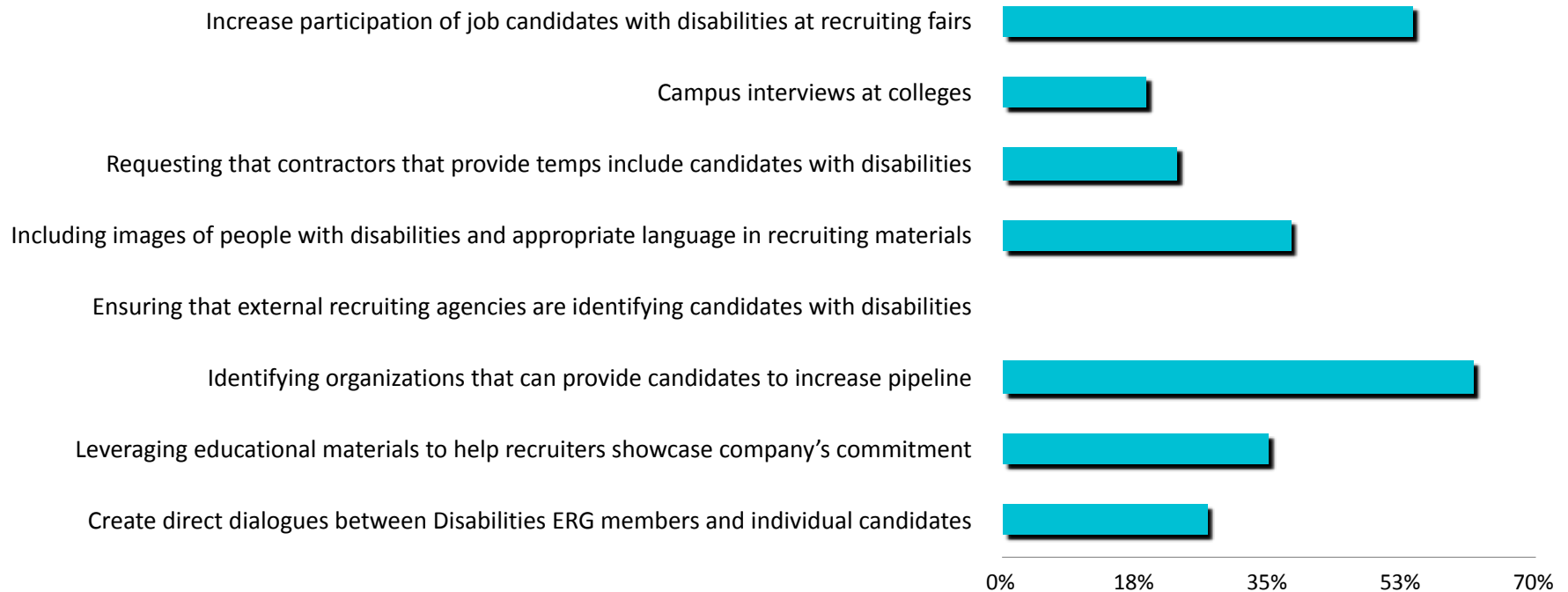
# Business Alignment

Does your company's Disabilities ERG engage in any of the following?



# Business Alignment

Does your company's Disabilities ERG strategically partner with Recruiting for any of the following activities?



# Business Alignment

Does your company's Disabilities ERG engage in activities to educate company employees and/or other partner companies about any of the following topics?

How to be fully inclusive of people with disabilities through language, behaviors and work habits



Marketing to customer/clients with disabilities



Inclusion of disability-owned businesses in supplier diversity



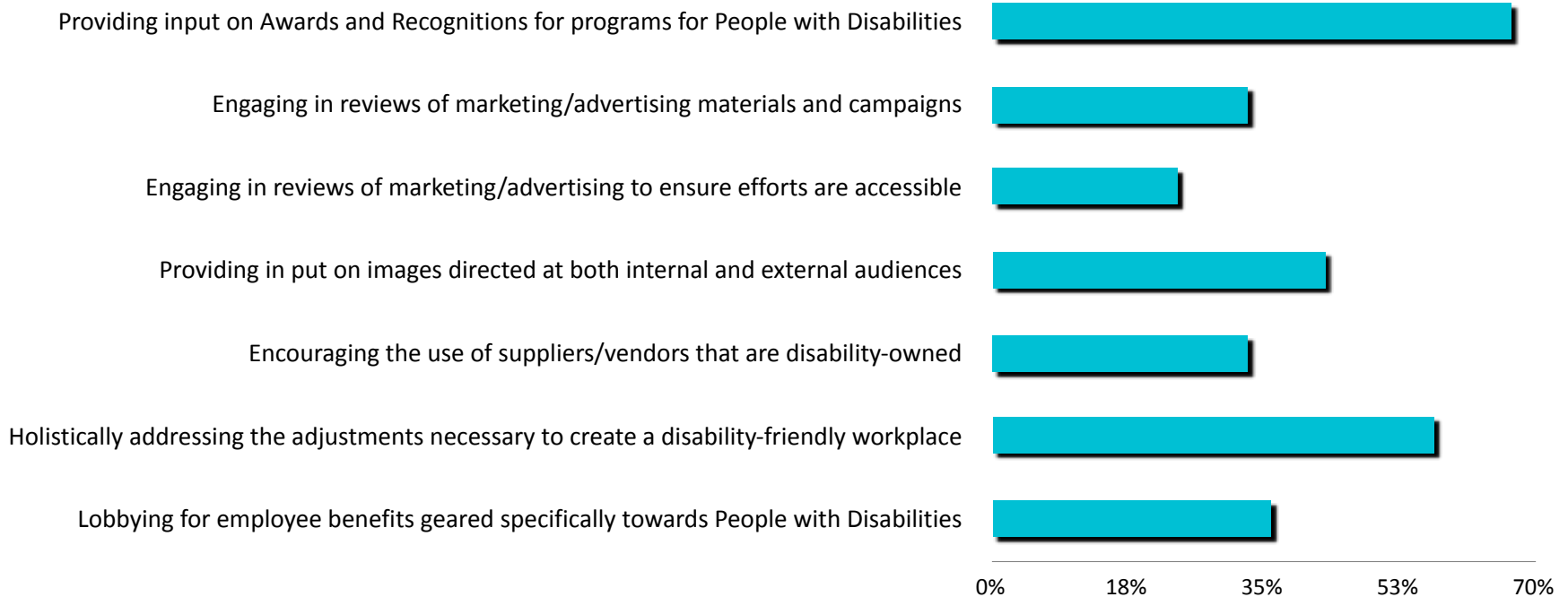
Holding training sessions on accessibility and universal design



0% 18% 35% 53% 70%

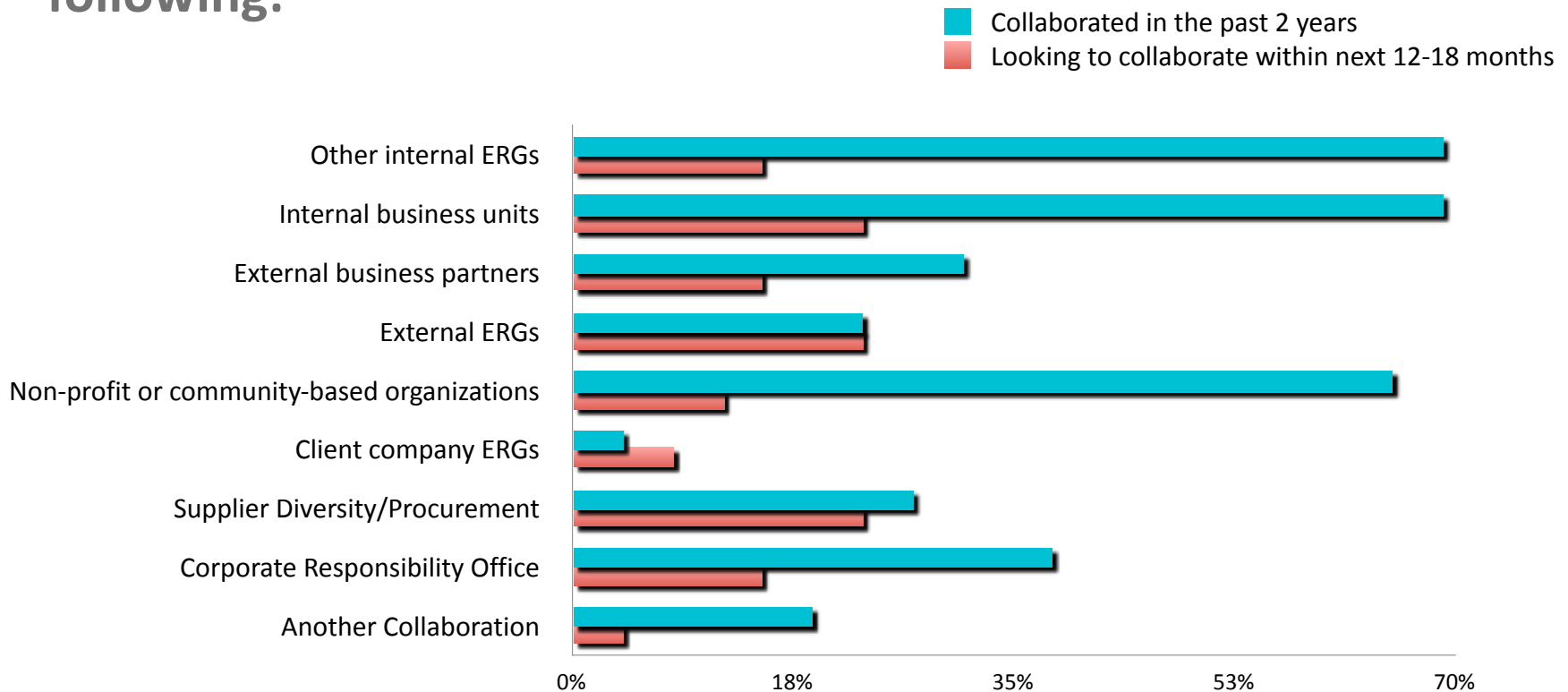
# Business Alignment

## Ways in which Disabilities ERGs are providing business impact:



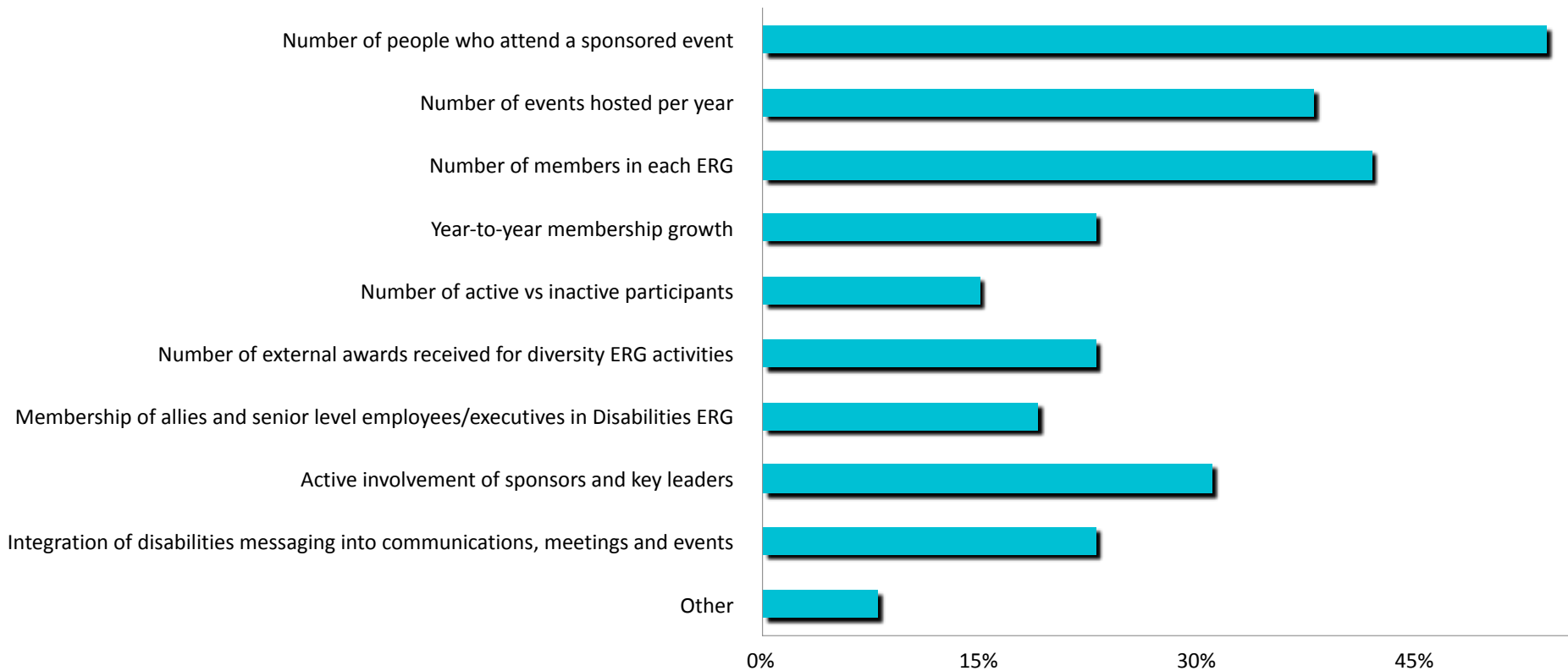
# Partnerships

Please indicate if your company's Disabilities ERG has collaborated, or are looking to collaborate, with the following:



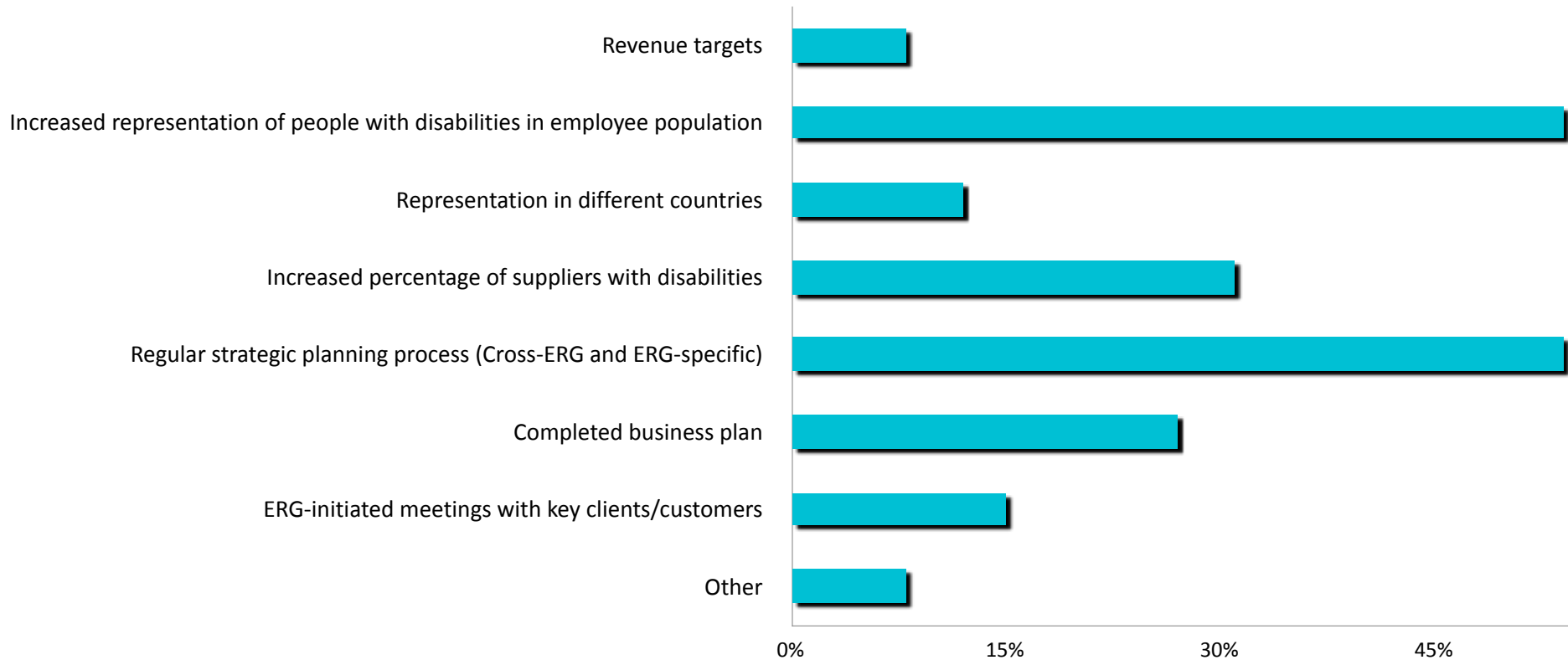
# Partnerships

Please indicate which “basic” metrics your company ERGs have in place to measure their ROI:



# Partnerships

Please indicate which “next level” metrics your company’s Disabilities ERG has or is planning to implement in the next 12-18 months:





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If you would like to participate in the Disabilities ERG Readiness Survey or look at the results, please visit [www.jenniferbrownconsulting.com](http://www.jenniferbrownconsulting.com)

For more information about the data within this report, please contact:

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