

# EXCELSIOR:

Supercharge Your  
Talent



2017 Joint ERG Summit  
& Elevate Forum

ELEVATE



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# Accentuating Discover Abilities

The **vision** of Accentuating Discover Abilities (ADA) is to foster a disability-inclusive environment at Discover Financial Services.

ADA achieves its vision through a **mission** to provide meaningful information and networking opportunities to support the personal and professional needs of employees and to champion equal access in the workplace at Discover Financial Services.



# Including People with Disabilities is Good for Business

- Gaining access to the most gifted, the most driven, the most committed workers is even more difficult in these times of increasing talent shortages (baby boom retirements, new skill demands and the potential for fewer immigrants)
- People with disabilities are one of the largest untapped talent pools in this country:
  - Barely one-fifth of people with disabilities who want to work have found a job
    - Today, just 20 percent of people with disabilities are in the labor force
    - More than two-thirds of people with disabilities are living in poverty, a rate almost twice as high as for everyone else
  - People with disabilities are far more likely to struggle financially, close to twice as likely to forgo needed health care, and more than three times as likely to more generally feel unsatisfied with their lives
  - A rewarding job at a fair wage may not eliminate all these disparities — but it goes a long way
  - This is not just the right thing to do, it is a business imperative

National Organization on Disability, 2017

## Employer View

CORPORATE SOCIAL RESPONSIBILITY	DOCUMENTED SUCCESS	RACE FOR TALENT	OFCCP COMPLIANCE
87% of consumers would prefer to give their business to companies that hire people w/ disabilities <sup>1</sup>	Employers that hire people w/ disabilities report strong ROI, including improved employee engagement, across their workforce	Accommodating a steadily aging workforce, and replacing retired boomers will lead companies to seek out new labor sources	DOL regulations now require federal contractors to set a goal of having employees with disabilities account for 7% of their workforce <sup>2</sup>
TRUST & TRANSPARANCY	INCLUSIVENESS	PERFORMANCE AND PRODUCTIVITY	VALUE CREATION
Feeling more comfortable to “bring your true self to work” frees capacity to focus on the job versus on not disclosing or compensating	Be a part of the company’s journey toward a culture of inclusion and help find and implement solutions to disability inclusion	Access to company resources and process for accommodations to support job performance and success	Contribute ideas and experience to help the company develop products and services for customers with disabilities

# Thank you, Sarah Helm!



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Don't Wait. Elevate.