History

- IBM has a long standing commitment to People with Disabilities
- Part of our commitment to diversity
  - Hiring – since 1914
  - Innovation
    - Braille printer in 1954
    - Speech recognition in 1971
    - Talking typewriter in 1980, talking display in 1981
    - Corporate Instruction CI-162 in 1999 – product accessibility required
    - Homepage Reader – screen reader in 1999
- Benefits – disability benefits since 1947
Important Programs

- **EntryPoint**
  - A collaborative partnership between the American Association for the Advancement of Science and IBM established in 1997
  - A competitive summer internship program which provides experiential learning for students with disabilities
  - Provides pipeline of candidates for IBM regular hire
  - Assists students transition to professional workplace environment through mentorship and assistive technology
  - Since 1997 IBM has placed 100 students into internships and hired 40 students into regular positions

- **Project Able**
  - To continue IBM’s commitment to a diverse global workforce by focusing on hiring of people with disabilities
  - To establish a network to identify top quality people with disabilities
  - To establish line champions in each Business Unit to champion and enhance IBM’s diversity hiring objectives
    - Line Champions provide leadership within individual business units by acting as an advocate and information resource
Important Programs (cont.)

- **Lift Program**
  - Lift is a nonprofit organization which identifies, trains, and hires computer programmers-analysts who have substantial physical disabilities.
  - Utilize a comprehensive 5 step approach to work with management to understand job requirements, recruit qualified candidates, and train them on college level courses.
  - One year contract through Lift for full time services.
  - After successful completion of the contract, candidates can apply for employment.

- **Project View**
  - Recruiting program originated in the 1970’s originally focused on recruiting students of color. Expanded in the 1990’s to include women and people with disabilities.
  - Schedules one to two and a half day recruiting programs at locations around the US that match pre-screened/qualified applicants with IBM Managers.
Enabling Success

- **Actions in Support of PwD Hiring Initiatives**
  - **Executive Support**
    - Support shown from the top of the business
    - Presence of PwD executives
  - **Workplace Diversity**
    - Culture of inclusion
    - History of advocacy
    - Diversity Network Groups – formal and informal
      - PwD networking groups – encourage networking
      - Informal groups
        - Forums – Deaf and hard of hearing, Blind / Visually impaired
    - Human Ability and Accessibility Centers – focus on improving the User Experience with IT
Enabling Success (cont.)

- Building a Pipeline of Candidates
  - Corporate involvement
    - Actively working with government and education to promote initiatives
  - Community involvement
    - EXCITE (EXploring Interests in Technologies and Engineering) – promote interest in technology careers – for past 5 years an event targeted for girls with disabilities
    - Ex. Invite deaf and hard of hearing students in for a lab tour and discuss high tech careers
    - PreK-to-Workplace PwD STEM (Science, Technology, Engineering, Mathematics) Entry Point Technology Camps (Cognitive, Blind, Deaf, and Mobility)
    - IBMers as emissaries in their external activities
  - Recruiting –
    - Project View, Entry Point, Project Able, Lift
    - Line Champion involvement
      - Promote qualified applicants
      - Assist in interview process - accommodations
    - Recruiter/Management training/coaching
    - Engaging our PwD workforce in recruiting activities
Enabling Success (cont.)

PwD STEM Entry Point Technology Camps

Developing future Scientist, Engineers, Mathematicians, and Leaders.

Hands-on learning activities - Robotics, Electronics, Computers…
Enabling Success (cont.)

- On boarding
  - Integrate into IBM
  - Line Champion & HR Partners & GWBS
    - Assist managers with accommodations
  - Encourage participation in Networking groups, Forums
    - Primary sites have on-site Networking Groups
    - Networking Groups are now world wide
  - Assist new employees/coops to connect within the community
    - Local Transportation
    - Community support groups
    - Medical Supply locations
    - Social Services (ex: SEMCIL - South Eastern Mn Center for Independent Living)
    - Recreation and athletic groups (ex: RADAR – Rochester Area Disabled Athletics & Recreation)
  - Mentoring
    - Match with experienced IBMer to help with career development
    - Help within PWD communities
Enabling Success (cont.)

- Continuing Efforts
  - Communications
    - Accessibility Center News
    - National disability awareness month activities
  - Seminars
    - “Raising a child with special needs”
    - Learning about Service dogs
  - Management training
  - Corporate Sponsored ACT (Accelerating Change Together) Sessions
  - Corporate Campaign – IBM Accessibility Initiative
Summary

- Takes a Holistic Approach
  - Commitment throughout the organization
  - Develop a pipeline of candidates
  - Aggressively pursue
    - Coop Experience – EntryPoint
  - Culture of Inclusion
  - Community Involvement
  - Mentor and Encourage Career Growth

- Success Breeds Success!
Links to Information

- **Accessibility Center** –
  - [http://www-03.ibm.com/able/index.html](http://www-03.ibm.com/able/index.html)

- **Entry Point** –
  - [http://ehrweb.aaas.org/entrypoint/](http://ehrweb.aaas.org/entrypoint/)

- **Diversity Recruitment Programs** –

- **Diversity Events Calendar** –