

Commonwealth of Massachusetts



# EMC: DEDICATED TO DISABILITY EMPLOYEES

David Ford

**DISABILITY EMPLOYER AWARENESS MONTH**

And urge all the citizens of the Commonwealth to take cognizance of this event and participate fittingly in its observance.

Given at the Executive Chamber in Boston, this sixteenth day of September, in the year two thousand and of the Independence of the United States of America, the two hundred and thirty-fifth.

By His Excellency

DEVAL L. PATRICK  
GOVERNOR OF THE COMMONWEALTH OF MASSACHUSETTS

WILLIAM FRANK  
SECRETARY OF THE COMMONWEALTH OF MASSACHUSETTS



God Save the Commonwealth of Massachusetts



**Picture One: Team Hoyt Award**

*Easter Seals Massachusetts — April 2012*  
*Easter Seals Presented "Team Hoyt Award" to EMC Disability Employee Resource Group for its efforts to create a culture of respect, diversity, inclusion and tolerance, the Disability Employee Resource Group at EMC Corporation has been named this year's winner of the prestigious "Team Hoyt Award."*

*L to R: Kristine Biagiotti, Christina Crowley, Steve Grogan, Michele Gallelo, David Ford, Jackie Glenn, David Goulden, Tom McLaughlin, Richard Welsh*

**Picture Two: Team Hoyt Award**

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*L to R: Tom McLaughlin, Michelle Gallelo, Christina Crowley, David Ford*

**Picture Three: Marketplace Award**

*Springboard Consulting - Disability Matters — April 2012*

*EMC Disability Employee Resource Group a Disability Matters Honoree receives convenient "Marketplace Award." This corporate award represents successful initiatives to recruit, provide support and market to the disability community, now the largest and fastest growing minority segment in the world.*

*Donald Potter, Senior Director of Human Resources & Executive Co-Sponsor, Disability Employee Resource Group Nadine Vogel, President Springboard Consulting LLC*

**Picture Four: Marketplace Award Panel**

*Springboard Consulting - Disability Matters — April 2012*

*Yvette Adams, Diversity Manager, EMC Office of Global Workforce Inclusion discussing EMC disability initiatives partaking in the Marketplace panel at Sixth Annual Disability Matters Awards Banquet and Conference. Marketplace Award Winners panel Yvette Adams, Manager, EMC Inclusion and Diversity (seated second from left)*

**Picture Five: Annual October Disability Awareness Employee Month Event**

*"Pinball Wizard" EMC October — April 2011*  
*Disability Employee Resource Group celebrating October Disability Employee Awareness Month 2011 sponsoring "EMC Pinball Wizard Contest" where hundreds of colleagues participated and learned about the DERG and disability workplace topics. DERG Treasurer, Richard Welsh at DERG membership table while EMC colleagues enjoying annual October Disability Employee Awareness Month 2011 EMC Pinball Wizard Contest.*

EMC Corp, in Hopkinson, MA, is best known as a multinational company that enables businesses to build web-based computing systems via its data-storage products and services. What's likely lesser known to the general public, however, is that EMC is also dedicated to providing its employees with a disability-friendly workplace. "Many of our employees have personal experience dealing with a disability or special needs issues, and we've partnered with them in providing resources to help face these challenges," says Jackie Glenn, the firm's chief diversity officer.

Her statement is reflected in the work of EMC's disability employee resource group (DERG), which provides a support network and knowledge base for its employees with disabilities or family members with special needs. Officially launched in November, 2009, the group's mission is to advance EMC as a leader and to continue its role as the employer of choice by promoting awareness and understanding of disabilities.

The objective of EMC's DERG is to assist employees and their families with the use of Connect-Us-Online, an online resource for disability information and support. The site was created by the group in collaboration with HMEA Inc., a private/public partnership.

In addition, seminars, lunch n' learn workshops, global networking opportunities related to disability awareness, and inclusion are sponsored throughout the year in support of the DERG membership and their families. "Many of our employees have personal experiences dealing with a disability or special needs. That is why we, as an employer, provide resources to help people who face these challenges," says David Goulden, EMC president/COO/CFO and DERG executive sponsor. "Having the support of EMC's disability employee resource group reminds our employees that they are not alone, whether they are experiencing a disability or special needs of their own, whether they have a loved one facing such challenges, or whether they are dealing with the challenges of a disability in some other way in their personal or professional lives. Providing this kind of support to our extended family is core to what we strive to be as an employer."

Goulden and Donald Potter, senior director of human resources, exemplify from the top down and from the bottom up, EMC's value of inclusion, and encourage all employees to uphold a fully inclusive environment. The company's strategy to maintain this vision is three-pronged, encompassing executive accountability, talent management, and global expansion of its inclusion initiative. EMC's Office of Global Workforce Inclusion Diversity Manager, Yvette López Adams, oversees all employee resource groups, including DERG. She is also one of DERG's biggest advocates. She participated in a panel at the annual Disability Matters conference in 2012, speaking about EMC's DERG's efforts in the marketplace. In addition, several ideas brought forth from the DERG have become projects taken on by Adams and the team. "DERG has truly made me proud," she says. "It has evolved rapidly over the years, quickly becoming a true business resource. Its efforts are recognized by many employees and visitors. One of the initiatives I am most proud of is the accessibility guide DERG made for one of our largest customer events, EMC World."

Christina Crowley, EMC vice president of global renewals, notes, "As a newcomer to EMC, I am impressed that it has organizations such as DERG that provide support networks for employees. As psychologist Carl Jung said, 'There is no cure for improving the world that does not begin with the individual.' I see this wisdom embodied at EMC every day when individuals come together to make decisions for the benefit of the company and their community."

Comprised of employees at all levels at the company from various backgrounds, the group's members have strong commitments to the mission, as well as the company. It calls participating and coordinating the group "selfishly selfless," doing something that serves many but comes from a place of serving the needs of his interest in disability inclusion and advocacy issues.

The work of EMC's DERG began right away, tackling four core items related to employee recruitment, retention, and customer satisfaction. These included adding a sentence to interview e-mails from recruiters offering to accommodate any needs of candidates when they come on-site; modifying on-line building maps to clearly show elevators, exits, and proximity of disabled parking spots; encouraging managers to identify and approve accommodations which might be non-standard; and reviewing emergency procedures to insure they reflected the needs of all employees, including those with disabilities.

The DERG has been recognized with several local and national awards. Last September, Massachusetts Governor Deval L. Patrick issued a proclamation establishing "October Disability Employer Awareness Month," an initiative brought forth by the DERG. In April, Easter Seals presented a Team Hoyt Award to the DERG for its efforts to create a culture of respect, diversity, inclusion and tolerance. This and last year, Springboard Consulting LLC presented EMC with a Marketplace Award and Disability Matters Workplace Award, respectively. The Massachusetts Council of Human Service Providers honored EMC with a Business Partnership Award in 2010.

For companies considering a concerted effort to hire employees with disabilities, EMC strongly suggests that it is important build a culture that encourages every member of a company's workforce to be daily practitioners of its inclusion philosophy, and be fully involved in fostering a welcoming environment for all people. It recommends providing access to a variety of diversity and inclusion courses and resources that will drive the full engagement of all employees. Other tips officials suggest include ensure that applications and other company forms do not ask disability-related questions and are in formats accessible to all persons with disabilities; have written job descriptions that identify the essential functions of the job; ensure that requirements for medical examinations comply with the Americans with Disabilities Act; provide reasonable accommodations that qualified applicants will need to compete for the job.

For larger companies, insure your group has the support and leadership provided by the Office of Global Workforce Inclusion. [\[CIMBA\]](#)

*David Ford is senior education solutions specialist and DERG president at EMC*