



5th Annual BEST BUDDIES

CORPORATE PARTNERSHIP SUMMIT





WELCOME



BEST BUDDIES
Corporate Partnership





DAVID QUILLEON



SENIOR VICE PRESIDENT
Global Mission, State Development and Operations

Best Buddies International



STEPHANIE MOORE



VICE PRESIDENT
State Operations and Mission Advancement

Best Buddies International



OUR SPECIAL GUESTS



BEST BUDDIES
Corporate Partnership



DIVERSITY

IS HAVING A SEAT AT THE TABLE.

INCLUSION

IS HAVING A VOICE. AND

BELONGING

IS HAVING THAT VOICE BE HEARD.



BEST BUDDIES®





CORPORATE PARTNERSHIP SUMMIT



- Introductions
- Event History
- What we hope to accomplish





KEYNOTE



BEST BUDDIES
Corporate Partnership



CRAIG LEEN



An attorney at K&L Gates, law school educator, disability advocate, former federal agency head, and father.





BEST BUDDIES



BEST BUDDIES
Corporate Partnership



K&L GATES

Neurodiversity in the Workplace and Society

Opening Reflections

- **National Disability Employment Awareness Month:** October
- **International Day of Persons with Disabilities:** December 3, 2023
- **World Autism Month/National Autism Acceptance Month:** April
- **Autism prevalence affects an estimated 2%+ of adults in U.S.**
- **Neurodivergence is even more common**



Source: CDC

Source: Rooted in Rights

The image features a central white horizontal band. Above and below this band are decorative sections with a blue abstract background. The background consists of overlapping, semi-transparent, wavy shapes in various shades of blue, creating a sense of depth and movement. The overall design is clean and modern.

Neurodiversity

Neurodiversity – 1 of 6

What is Neurodiversity?

Neurodivergent individuals are those whose brain functions differ from those who are neurologically typical, or neurotypical.

“Neurodiversity is defined as, ‘the variation and difference in neurological structure and function that exist among human beings.’”

Source: EARN (Employer Assistance and Resource Network on Disability Inclusion) citing Dictionary.com

“Neurodiversity refers to the variation in neurocognitive functioning. It is an umbrella that encompasses neurocognitive differences such as autism, ADHD, dyslexia, Tourette’s syndrome, anxiety, OCD, depression, intellectual disability, and schizophrenia, as well as ‘normal’ neurocognitive functioning, or neurotypicality.”

Source: EARN citing Autistic Self Advocacy Network (ASAN)

“Autism refers to a broad range of conditions characterized by challenges with social skills, repetitive behaviors, speech and nonverbal communication.”

Source: AutismSpeaks

Neurodiversity – 3 of 6

**Including and
Accommodating
Neurodivergence**

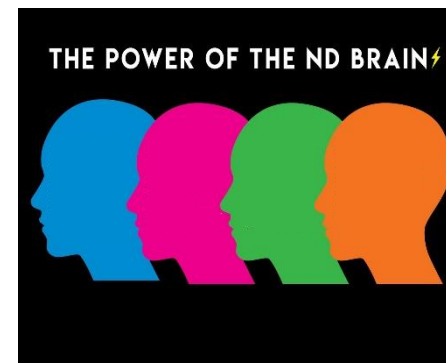
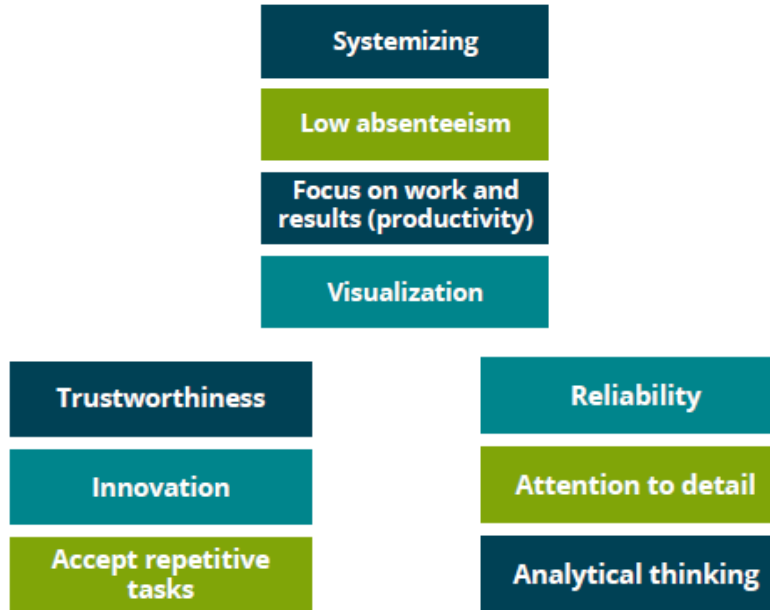


Neurodiversity – 4 of 6

Viewing Neurodivergence as a Strength in an Organization

Scholars identified characteristics that, in general, people on the autism spectrum demonstrate that make them desirable employees. *

*Autism @ Work Playbook: Finding talent and creating meaningful employment opportunities for people with autism. 2nd ed. Seattle, WA: ACCESS-IT, The Information School, University of Washington, 2021.



Neurodiversity – 5 of 6

Neurodiversity/ Autism at Work Programs

- Embrace Neurodiversity at Work and train employees on the meaning of concepts and terms such as neurodiversity, neurodivergent, and neurotypical.
- Create voluntary Neurodiversity in the Workplace programs that encourage and facilitate employment of autistic or neurodivergent applicants by providing proactive accommodations at each stage of the employment process.
- Readily provide accommodations for autistic employees consistent with guidance from the Job Accommodation Network (JAN).

Neurodiversity – 6 of 6

Neurodiversity/ Autism at Work Programs

- Ensure your ADA and Section 503 Compliance Programs specifically incorporates and addresses the importance of neurodiversity.
- Ensure Section 503 Self-ID programs include neurodivergence and non-apparent disabilities.
- Create a Neurodiversity ERG and encourage participation of allies.
- Speak positively about neurodiversity and recognize how this concept can enhance inclusion and productivity.

Accessibility

Adding “A” to DEI Programs

**Did you
know?**

- Only 5% of DEI Programs include disability as a focus
- Most companies do not have Chief Accessibility Officers

Accessibility – 1 of 3

President Biden's Executive Order 14035 commits the federal government to DEIA

Accessibility ensures all employees and customers/clients can fully be part of your organization and what it has to offer

Accessibility – 2 of 3

Accessibility

- **Chief Accessibility Officer**
- **Disability ERG**
- **Self-Identification Program**
- **Accessible Website**
- **Centralized Accommodations Systems and Budgets**
- **Remote Work and Telework**
- **Caregiver Policies**
- **Universal Design; Consideration of disability when creating policies**

The term accessibility means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.





Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.



Accessibility – 3 of 3

How can an organization effectively prioritize Accessibility?

What are ways to may an organization or public place more accessible for neurodivergent individuals?

Relevant Laws:

Americans with Disabilities Act

Rehabilitation Act

Fair Housing Act

IDEA



RESOURCES



- ❑ OFCCP Section 503 Focused Reviews Annual Report:

https://www.dol.gov/sites/dolgov/files/OFCCP/Section503-FocusedReviews/files/Section503_FR_2020_AnnualReport.docx

- ❑ Embracing Autism: A Coral Gables Story (featuring my family!):

<https://www.youtube.com/watch?v=CHboBil0WN4>

- ❑ Including Neurodiversity is Key to More Inclusive Workplaces by Craig Leen (ABA Labor & Employment Law Newsletter)

https://www.americanbar.org/groups/labor_law/publications/labor_employment_law_news/spring-2023/including-neurodiversity-key-to-inclusive-workplaces/



i4cp:

THE INCLUSIVE TALENT POOL



BEST BUDDIES
Corporate Partnership



PAT MURAKAMI



SENIOR VICE PRESIDENT
Senior Director, Member Services

i4cp

BEST BUDDIES





The Inclusive Talent Pool

Employing People with Disabilities

In partnership with:



Chicago Corporate Summit, October 2023





We discover the people practices that drive high performance

to help you see what's coming
around the curve.



i4cp Members *(partial list)*



i4cp Research



Disabilities Inclusion and Engagement Go Hand-In-Hand
pg. 4



The Roles in Which People with IDD are Employed Are Evolving
pg. 30



The Benefits of Employing People with Disabilities Are Undeniable
pg. 30



Inclusive Hiring Attracts More Talent—Sometimes Effortlessly
pg. 26

An i4cp Report

The Inclusive Talent Pool:

Employing People with Disabilities

Featuring insights from:






In partnership with




Employing People with Intellectual and Developmental Disabilities

A Report by the Institute for Corporate Productivity (i4cp)




- Talent that drives business results pg. 7
- A ready pool of ideal workers pg. 9
- A good fit that we only expect failures pg. 11
- Fewer challenges and more supports than expected pg. 16

Featuring insights from:



In partnership with:



D&I Metrics Survey Analysis


i4cp

CONTENTS

- 01 Introduction
- 02 Measuring Diversity
- 03 Sharing Diversity Data
- 04 Measuring Inclusion
- 05 Sharing Inclusion Data
- 06 Data Interpretation
- 07 External Benchmarking

The Three A's of Organizational Agility: Reinvention Through Disruption


An i4cp Report



High-performance organizations subscribe to a three-factor formula for agility:

- ANTICIPATE
- ADAPT
- ACT

Featuring insights from executives at:



Culture Renovation: A Blueprint for Action

An i4cp Report



3 Steps To Architecting a Masterwork

- STEP 1: Plan
- STEP 2: Build
- STEP 3: Maintain

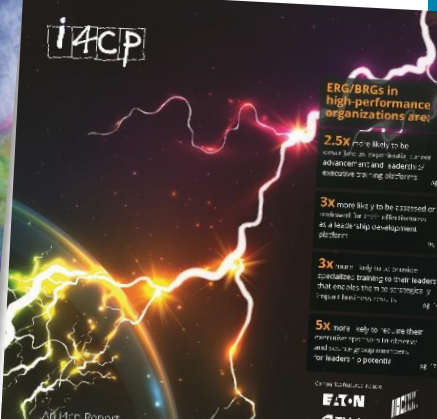
PLUS: 18 Proven Leadership & HR Actions that Build a Healthy Culture

Featuring insights from executives at:



The Untapped Power of Employee Resource Groups


An i4cp Report




ERG/BRGs in high-performance organizations are:

- 2.5X more likely to be linked to an increase in the advancement and retention of executive training officers pg. 6
- 3X more likely to be credited or associated with a leadership development program pg. 9
- 3X more likely to provide specialized training to great leaders that enables them to strategically impact business results pg. 4
- 5X more likely to receive their members' requests for resources and support for development of leaders' personas pg. 7

Our sponsors include:



In partnership with









Top Findings from the 2014 Study: where it all began...

Our research found the following about organizations that employed people with intellectual and developmental disabilities:

- **Companies hire people with IDD for business reasons and are rewarded with business benefits.**

Multiple dividends are cited, including the addition of highly motivated employees, demonstrating an inclusive and diverse culture that's attractive to critical talent pools, and improving customer satisfaction.

- **The profile of a worker with IDD reads like that of an ideal employee.**

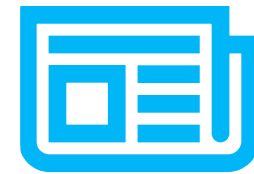
Descriptors of individuals with intellectual and developmental disabilities included: dependable, engaged, motivated, great attendance, attention to work quality, and highly productive.

- **Positive reactions from employers abound.**

Nearly three-quarters of those surveyed said hiring workers with IDD has been a positive experience, and of those, nearly one-third say the experience has exceeded their expectations.

- **Challenges are fewer than expected and resources are greater than anticipated.**

Employers report minimal difficulty with preconceived challenges, while support resources for a successful placement—like job profile matching and guided onboarding—are readily available.



Top findings from the 2019 Study: where have we been...

- Two-thirds of respondents are currently engaging—or planning to within the next year—formally with community groups to build their recruitment pipeline for people with disabilities
- The roles in which people with IDD are employed have evolved over the past few years, with a notable increase in those in professional and knowledge worker roles.
- Benefits organizations realize from hiring people with IDD have increased, most notably in the areas of appealing to their talent pools and enhancing employer brand.
- The actual challenges (versus preconceived) experienced by organizations that employ people with IDD have decreased from 2014 to 2019, while preconceived worries have shifted focus from concerns about the employee to the skills, experience, and training needed for hiring managers and supervisors.
- The support survey respondents say their organizations would need in order to increase the number of employees with IDD have become more strategic and less tactical, to include the need for increased education for leaders and co-workers, and steps such as job analysis and deconstructing roles to determine appropriate tasks.

● Featured Companies

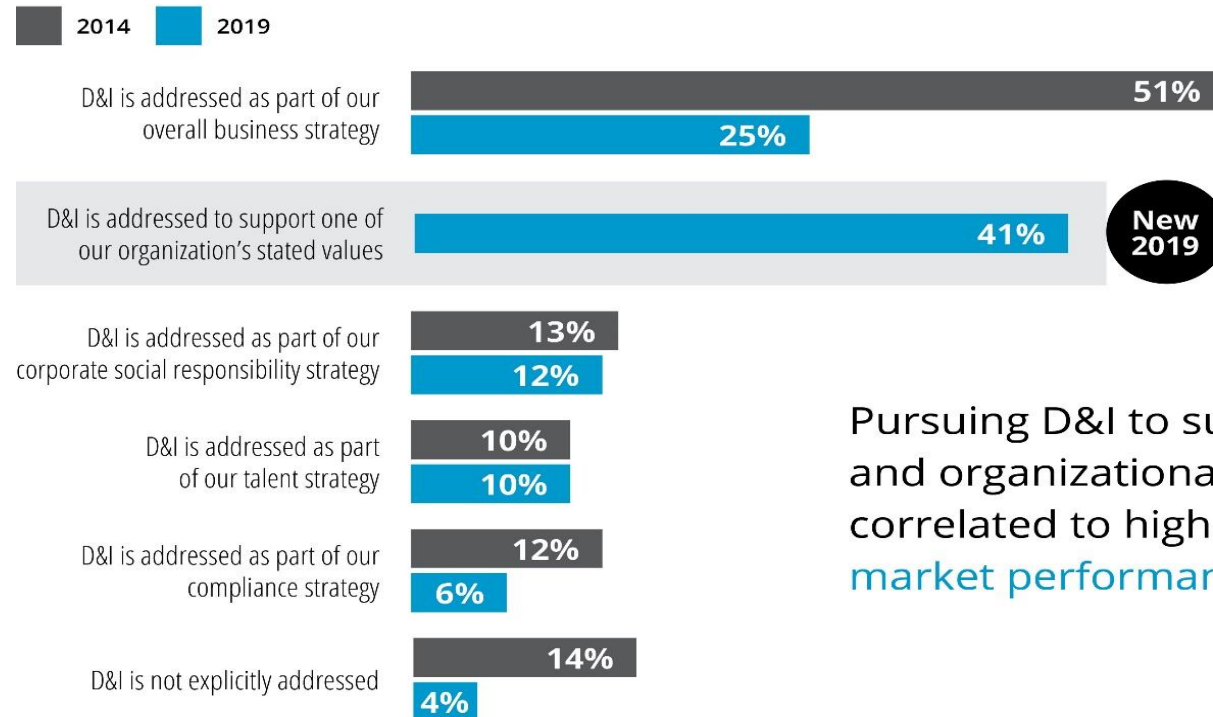


BNY MELLON



Approach to D&I

Please indicate the highest strategic level at which diversity and inclusion (D&I) is addressed in your organization.



New
2019

Pursuing D&I to support business strategy and organizational values is significantly correlated to higher engagement and market performance ratings.

Organizations with 1,000+ employees indicating high/very high extent. Source: i4cp

● Evolving Job Roles

Compared to the 2014 data, in 2019, people with IDD are:

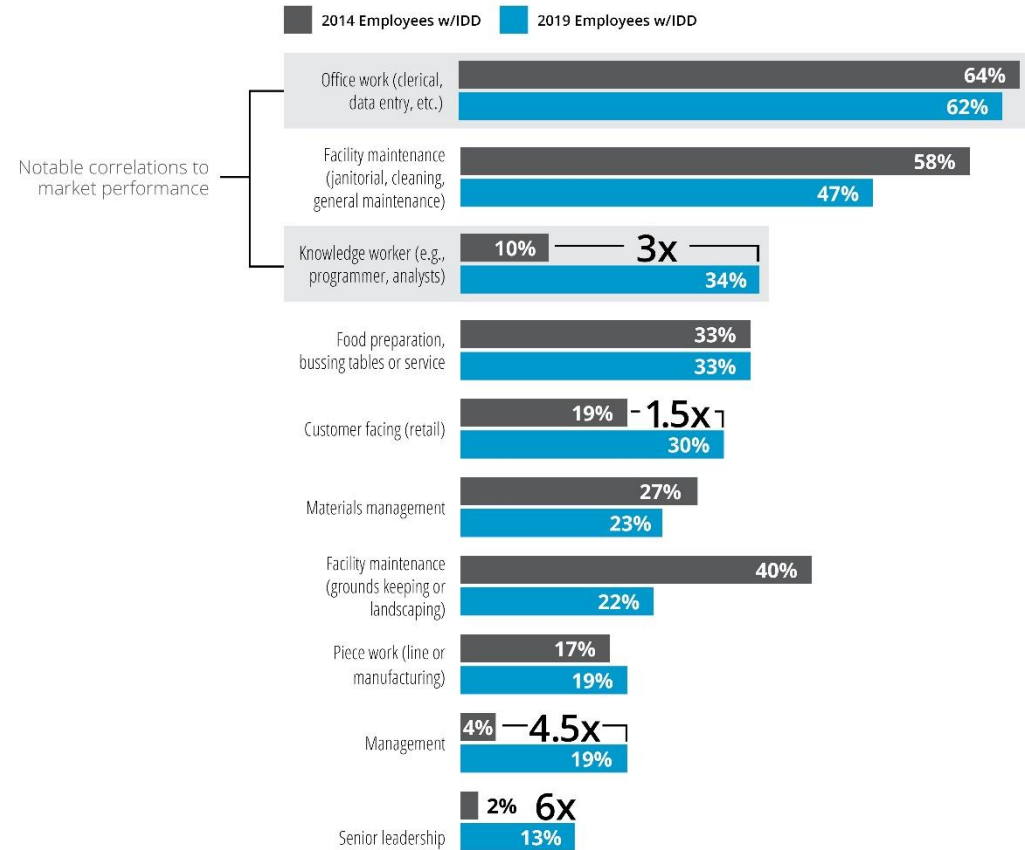
3x more likely to be employed as knowledge workers,

1.5x more likely to be in customer-facing roles,

4.5x more likely to be in management roles, and

6x more likely to be in senior leadership roles.

Top 10 Employment Categories for People with IDD 2014 vs. 2019



Organizations with 1,000+ employees. Source: I4cp

● Michael Dykman

- Michael wanted more than a job—he wanted a career.
- Best Buddies helped him with résumé building, interview preparation, and coaching to help him progress toward his professional goals.
- He is now employed as a Lab Services Technician at Genentech in South San Francisco.

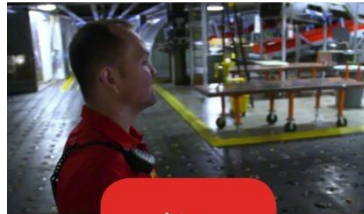
Genentech



Bryce Clayton



Jobs That Know
No Limits



<https://bit.ly/2MVBQFk>

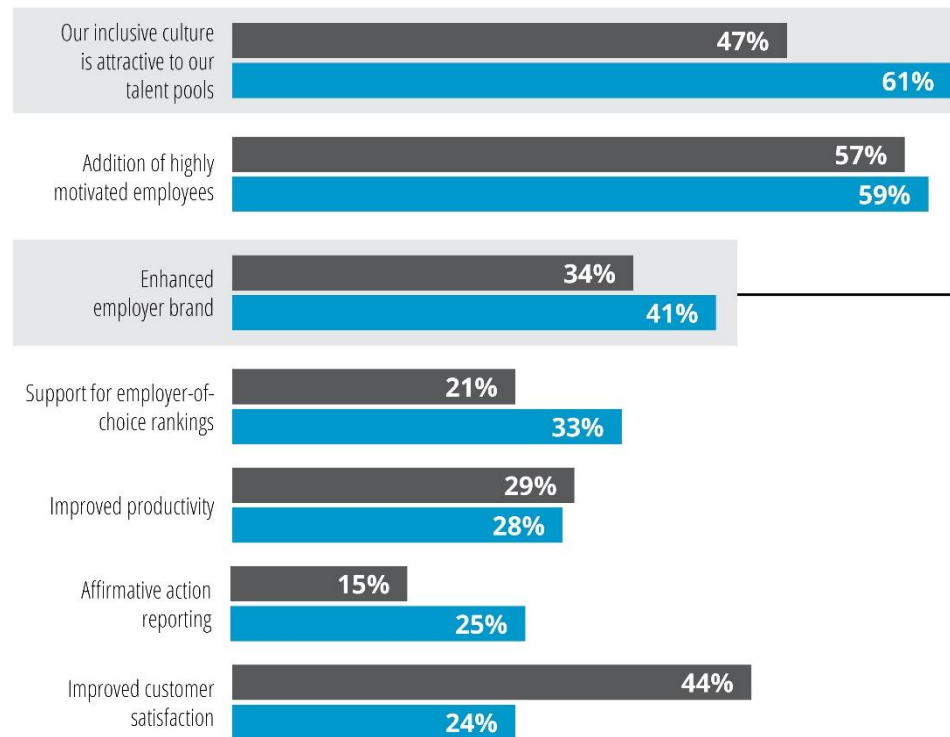
Bryce Clayton was hired by UPS, received his training and jumped right into his job responsibilities. Years later, he is a supervisor at the Worldport facility, UPS's main air hub for global transportation.



Inclusive Hiring Benefits

Benefits realized from hiring:

2014 Employees w/IDD 2019 Employees w/IDD

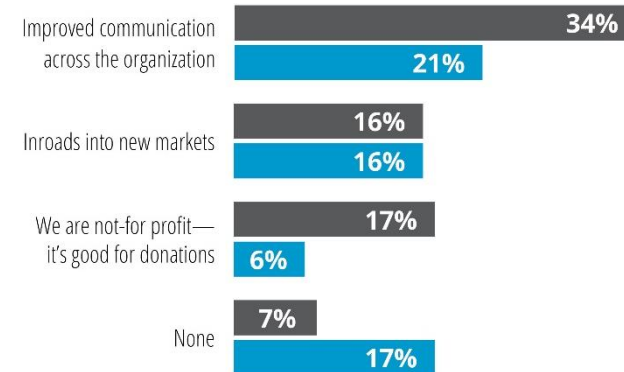


Noticeable increase in cultural competence across the organization as a result of disability inclusion education (e.g., insights gained are applied across all differences such as race, gender, ethnicity, age, etc.)



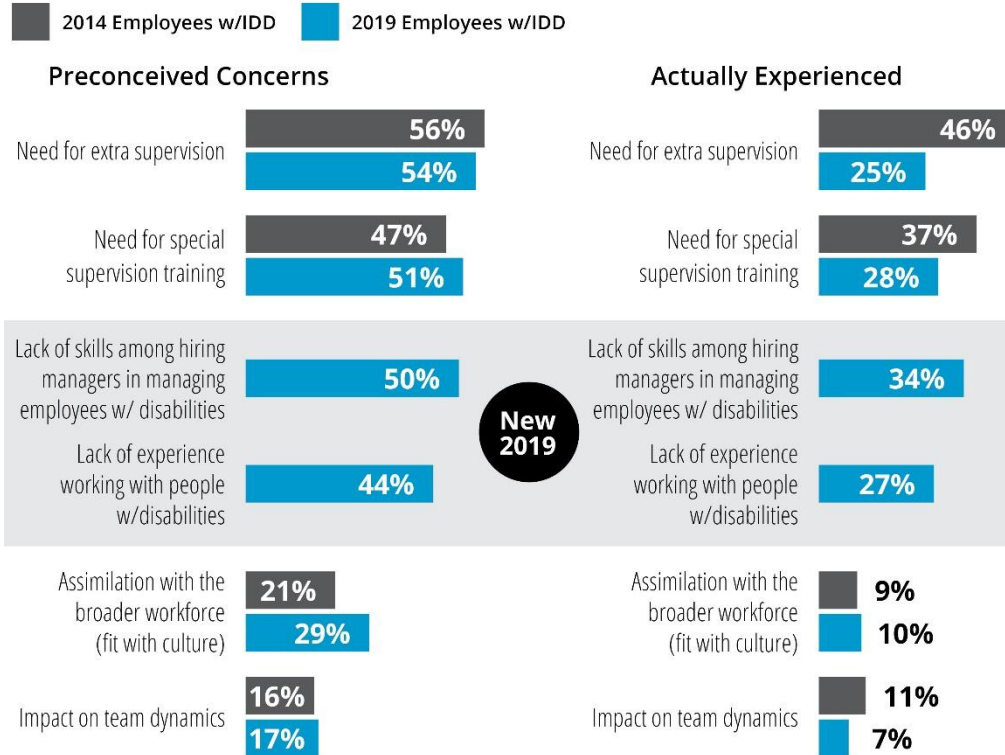
Organizations with 1,000+ employees indicating high/very high extent. Source: i4cp

Notable correlations to market performance



Organizational Challenges - Preconceived vs. Actual

Organization focused challenges - Preconceived vs. Actual



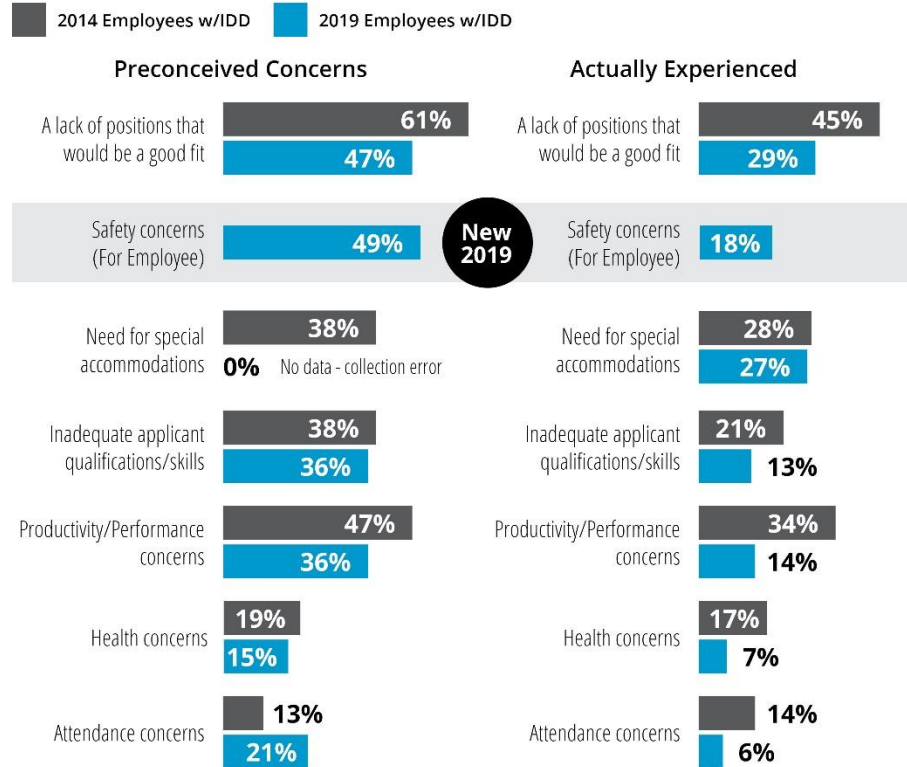
Organizations can benefit from skills training for managers and supervisors.

Organizations with 1,000+ employees indicating high/very high extent. Source: i4cp



Employee Challenges - Preconceived vs. Actual

Employee focused challenges - Preconceived vs. Actual



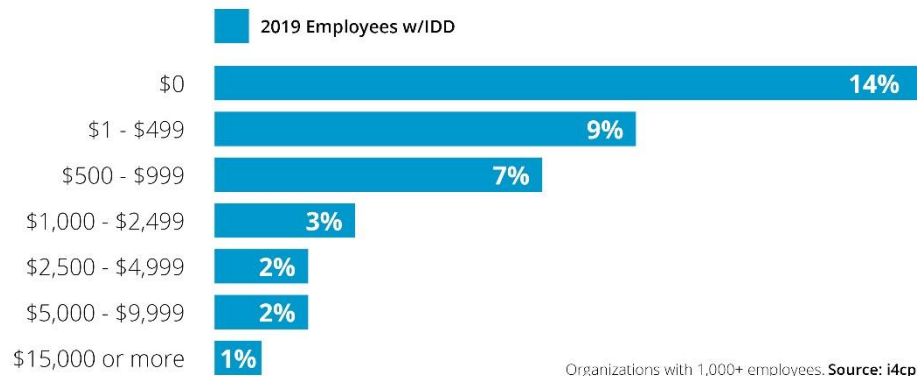
Organizations with 1,000+ employees indicating high/very high extent. Source: i4cp

Employees succeed when job fit and accommodations are determined by supported employment professionals.



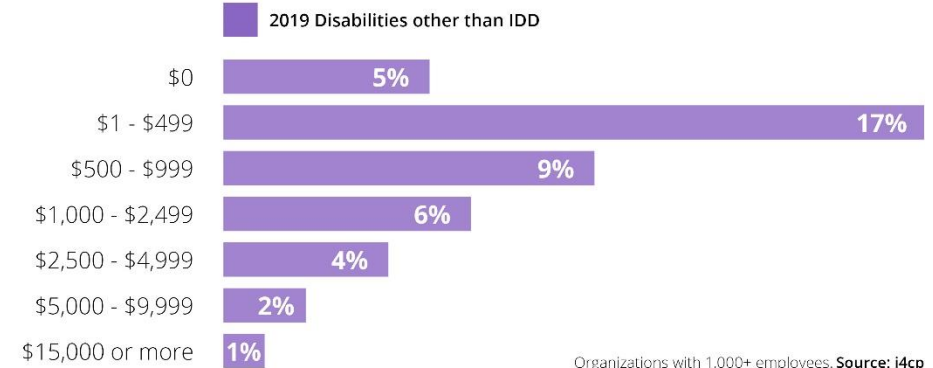
Accommodation Costs are Low

What is the average cost (in USD) per FTE of accommodations for employees with intellectual and developmental disabilities (e.g., assistive technology, ergonomic equipment, workspace changes)?



Organizations with 1,000+ employees. Source: i4cp

What is the average cost (in USD) per FTE of accommodations for employees with disabilities other than IDD (e.g., assistive technology, ergonomic equipment, workspace changes)?



Organizations with 1,000+ employees. Source: i4cp

KellyConnect Contact Center



KellyConnect
office home anywhere

strategy partner solutions goals workforce effective suc
impr network expense consult oppo
its quality commi
capable loyal val it manage
technology efficient integrity experience stab
resource target strength responsive conta
results strategy partner solutions goals
effective success innovation proactive
network expertise consult opportu
flexibility access service know
quality commitment capabi
reputation

we do **contact center**

success is on the line

The customer contact center: it's how your business connects with the world. Whether it's your customer service center, outbound sales division, market research department initiatives, or technical support hotline, you can't afford to let inefficiencies hinder productivity. After all, success is on the line—literally!

KellyConnect® is our innovative contact center solution that offers you a spectrum of contact center possibilities—from agents in your facility or home-based, to a completely turnkey managed solution. Our breakthrough methods of agent recruiting, screening, training, and retaining allow us to deliver the quality, control, and visibility you deserve.

With KellyConnect, we're confident you'll enjoy a new level of success in your customer contact center. [Learn more](#) about KellyConnect today.

 watch video  case study

we do that

KellyConnect®

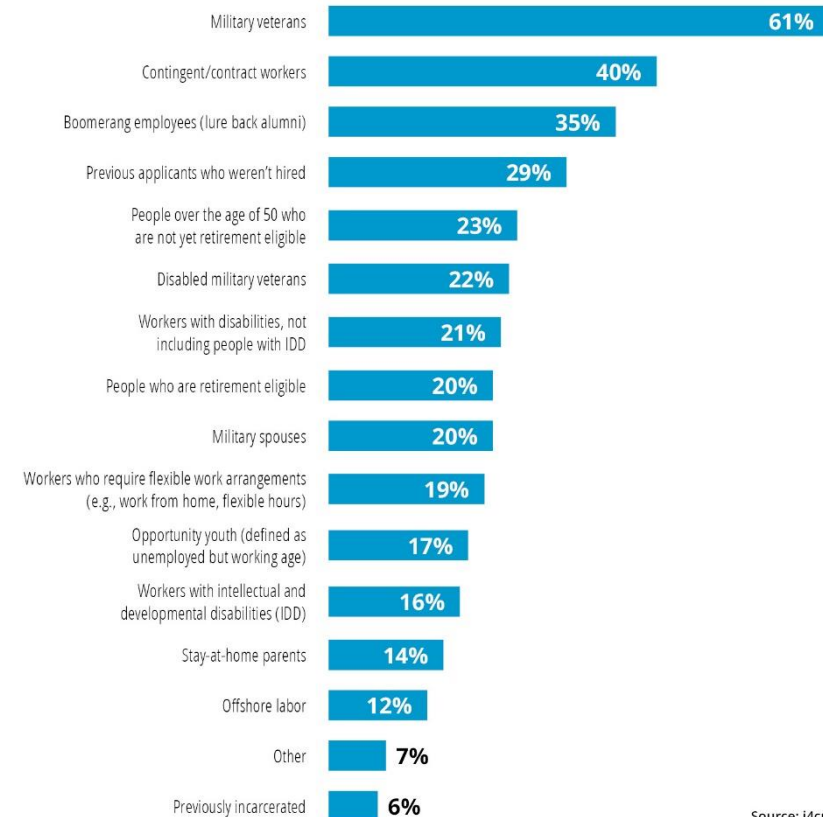
The KellyConnect virtual call center is a division of Kelly Services that has been around since 2010 and employs people with disabilities to work from home, providing tech support to Kelly clients 24-7.

● Survey: **Workers Wanted**

Talent acquisition is shifting in response to **tight labor markets.**

We asked: Which underrepresented groups are being tapped?

What labor/talent pools is your organization tapping into to help overcome talent availability challenges? (Check all that apply)



Source: i4cp

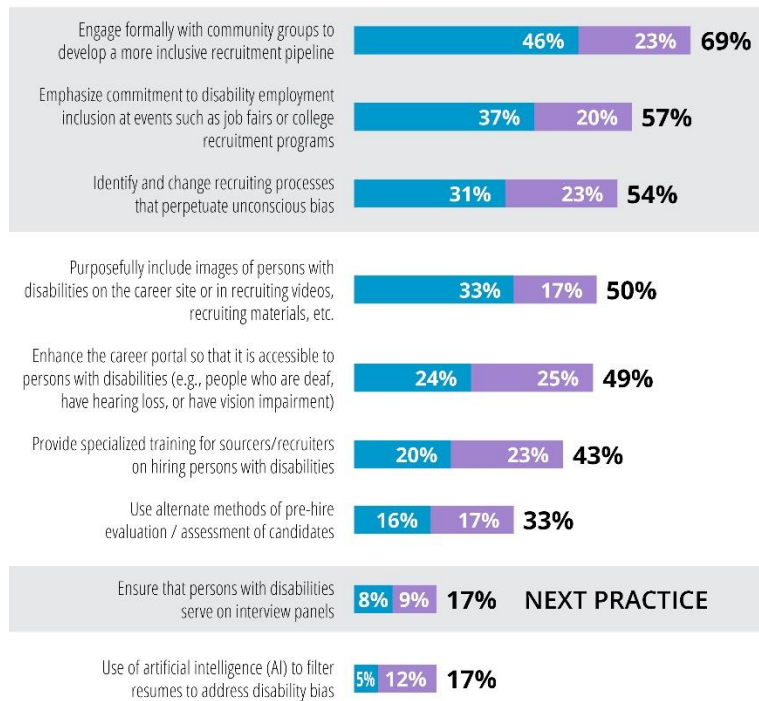


Practices for Inclusive Hiring

Which of the following practices has your organization implemented/does it plan to implement in the next year to increase the number of persons with disabilities hired?

In place now

Plan to implement in the next year



NEXT PRACTICE
Organizations with 1,000+ employees. Source: i4cp

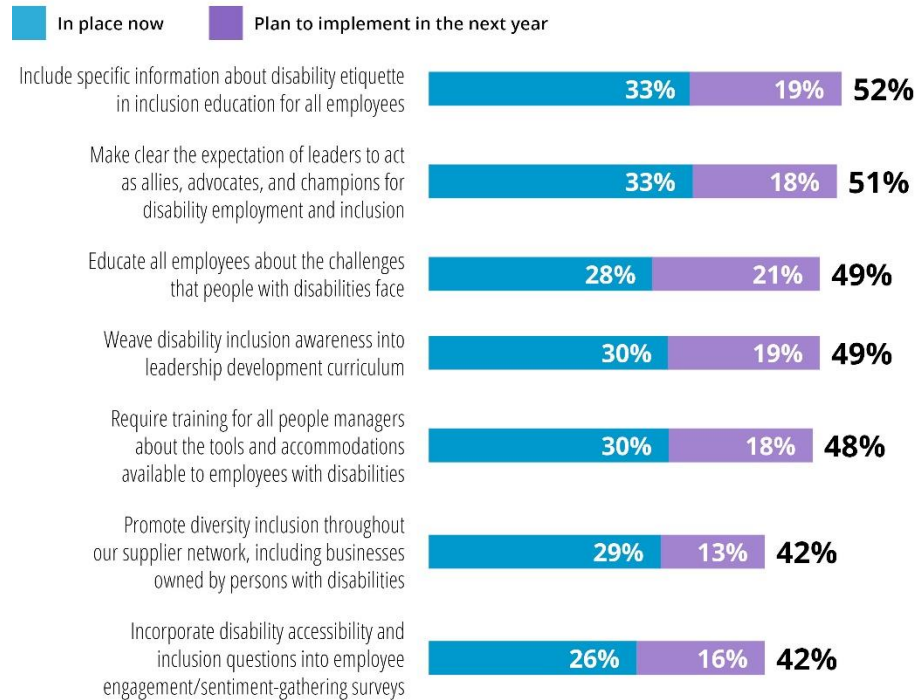
All practices that support increased hiring of people with disabilities have strong correlation to **engagement**.

Notable correlations to market performance



Practices for Inclusive Cultures

Which of the following practices has your organization implemented/does it plan to implement in the next year to support a culture in which people with disabilities feel included?



All practices that support a culture in which people with disabilities feel included have a strong correlation to **engagement**.



Organizations with 1,000+ employees. Source: i4cp

● Practices for Supporting Employees

Programs that introduce employees with IDD into the workplace have strong correlation to **market performance** and is a practice we recommend.

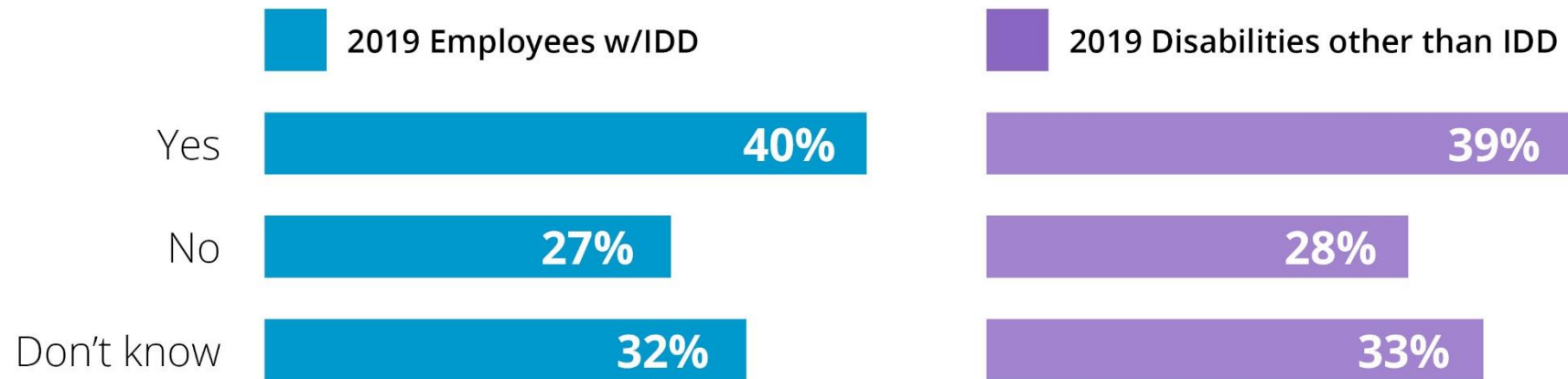
Has your organization ever participated in a program designed to introduce workers with intellectual and developmental disabilities into your workplace (i.e., on-location work trials, job shadowing, internships, or long-term work exchanges)?



Organizations with 1,000+ employees. **Source:** i4cp

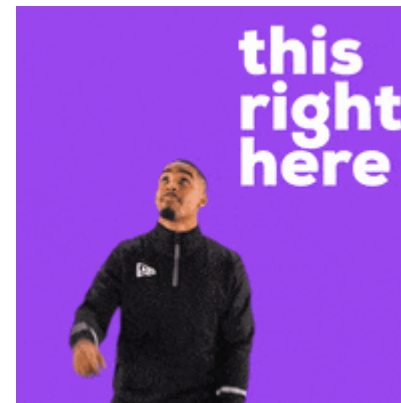
Introductory Program

Has your organization ever participated in a program designed to introduce workers with disabilities into your workplace (i.e., on-location work trials, job shadowing, internships, or long-term work exchanges)?



Organizations with 1,000+ employees. Source: i4cp

2023 and beyond: where will we go?



ABOUT THE STUDY

- Fielded February 2022
- 1,195 total respondents
- 635 from large organizations (>1,000 employees)
- 77 countries represented



go.i4cp.com/talentimperative



KEY FINDING:

Labor and skills shortages pose the greatest potential for disruption to business—ahead of inflation, supply chain interruption, geopolitical instability, and other factors.

71%

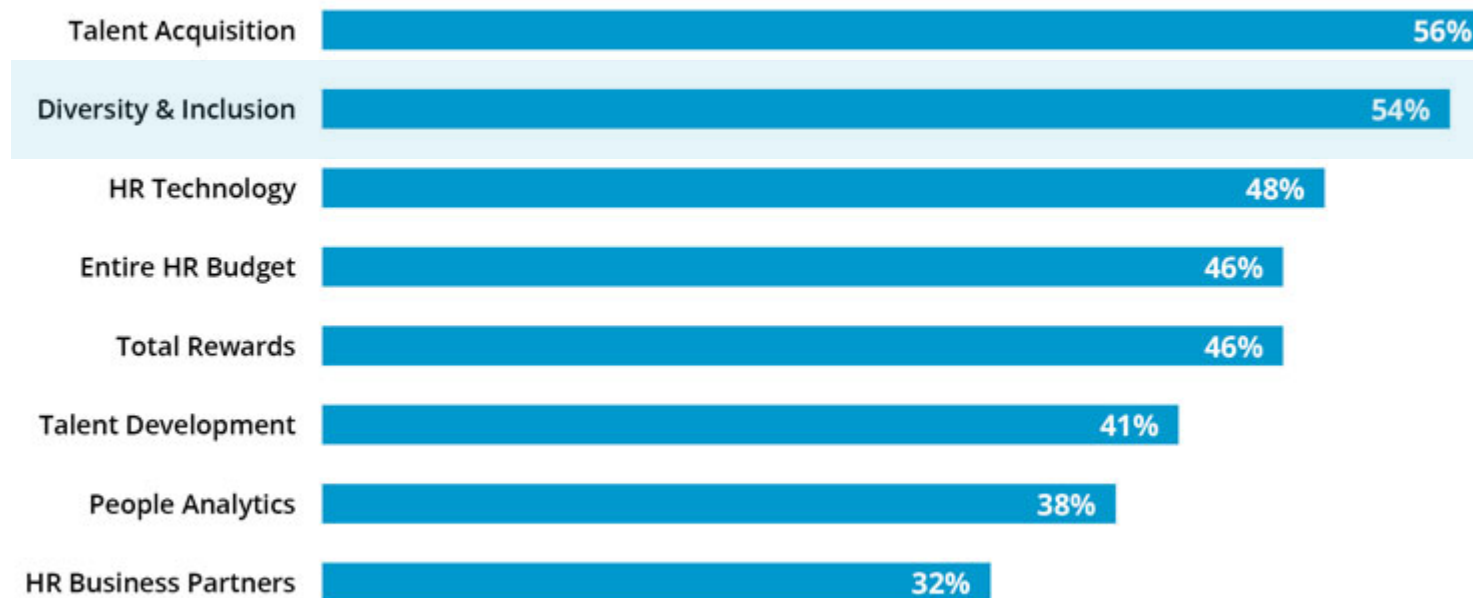
of respondents from large organizations ranked it above other factors.

HR Budget

Increases in the Coming Year

In response to the labor and skills shortage, organizations are investing in HR

HR budget increases this year by function
(Those indicating increased/significantly increased budgets)



Organizations with 1,000+ employees indicating increased/significantly increased budgets.
Source: Institute for Corporate Productivity (i4cp).



KEY FINDING:

Leading organizations emphasize cultural elements of their employee value proposition (EVP) over compensation.

FORTUNE

i4CP

The top six **EVP** elements considered most important for companies to offer in the coming year

High-performance organizations

1. Flexibility in work arrangements
2. Commitment to DEI and/or belonging
3. Career advancement opportunities
4. Ongoing development opportunities
5. Purpose/mission of organization
- 6. Compensation**

Low-performance organizations

1. Flexibility in work arrangements
- 2. Compensation**
3. Commitment to DEI and/or belonging
4. Purpose/mission of organization
5. Holistic approach to workforce well-being
6. Ongoing development opportunities

Emphasizing **compensation** as top EVP element correlates to **higher attrition**

Organizations with 1,000+ employees. Source: Institute for Corporate Productivity (i4cp).

FORTUNE

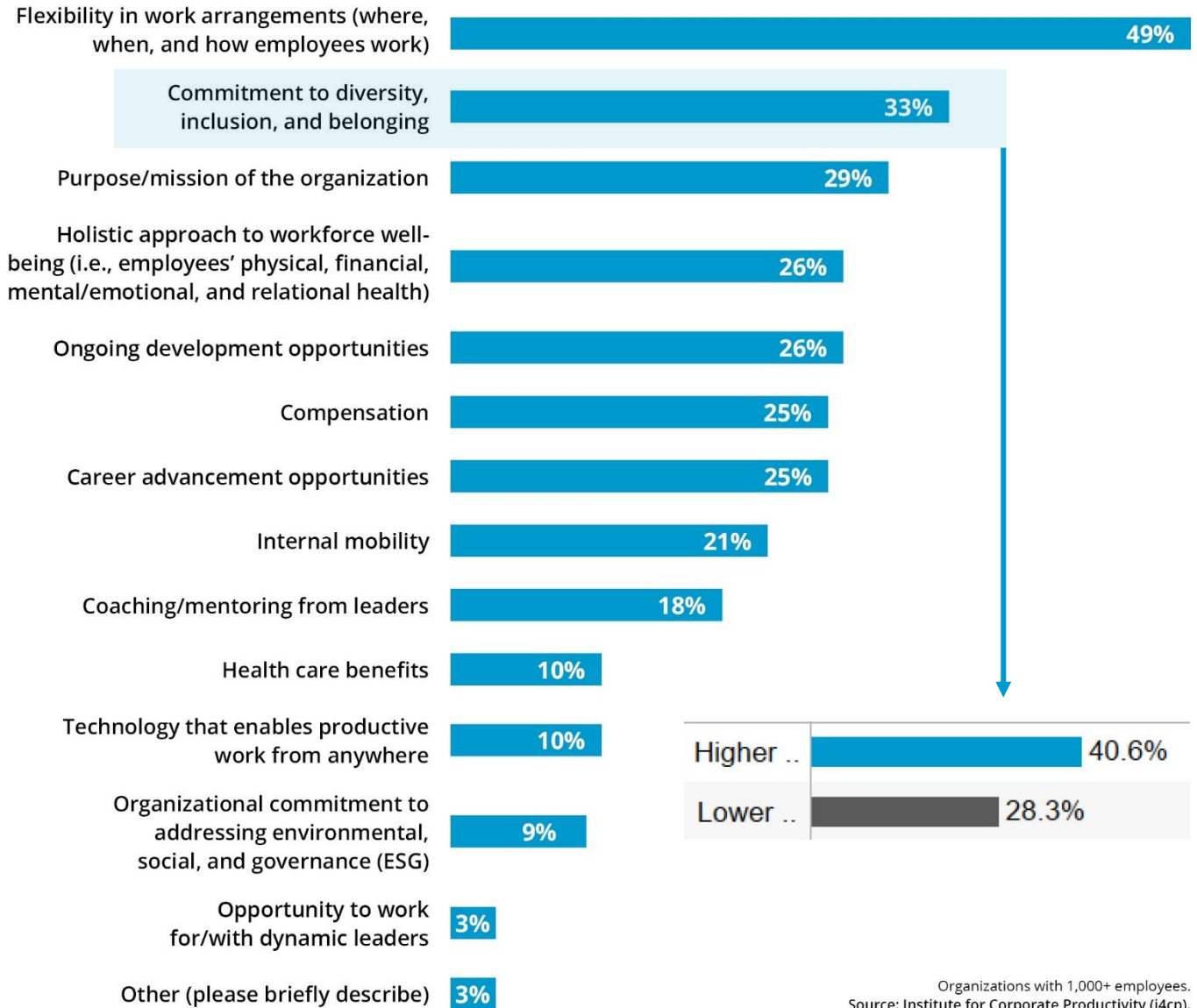


TALENT IMPERATIVE STUDY

EVP Elements

Given the competitive talent market, **what elements of EVP are most important** for your organization to offer in the coming year? (Select top three)

i4cp defines employee value proposition (EVP) as the current and evolving set of relevant benefits (monetary and non) and opportunities provided to employees in return for the skills, capabilities, and expertise they bring to the organization.

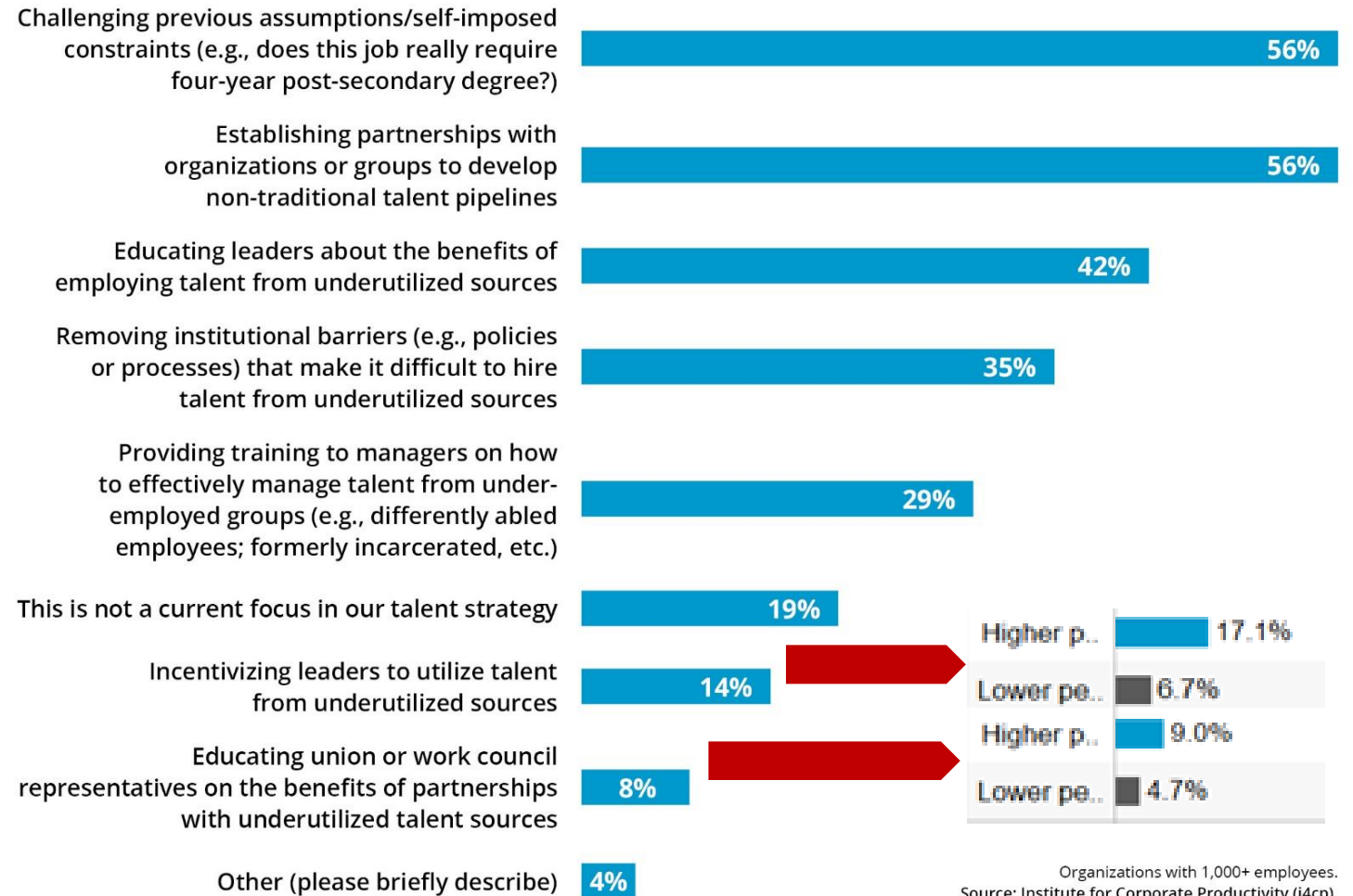


TALENT IMPERATIVE STUDY

Recruiting

from Non-Traditional Sources

In what (if any) ways does your organization prepare to recruit talent from non-traditional sources/backgrounds? (Select all that apply)



Organizations with 1,000+ employees.
Source: Institute for Corporate Productivity (i4cp).

Commitment to Culture: #1 Strategy for Retaining Talent

The top three actions organizations are implementing or considering to retain talent



Source: *Trends in the Rapidly Shifting Talent Landscape* (June, 2022),
Institute for Corporate Productivity (i4cp).

The Productivity Predicament

SURVEY DEMOGRAPHICS

- 624 responses from 52 countries
- 46% outside North America
- 53% Senior executive, C-level or board member
- Released July 2023

We found that:

Organizations that listed both **empathy** and **productivity** in their top three priorities showed the strongest correlation to **trust**, **goal achievement**, and **culture health**.



KEY FINDING:

**Empathy and productivity
are not mutually
exclusive**



Shifting leadership priorities causes organizational whiplash

Organizational Focus Ranked by Importance

During the Pandemic

Demonstrating empathy for individual situations

Being attuned to well-being

Organizational goal achievement

Ensuring a strong sense of connection to teammates

Engagement

Ensuring a strong sense of connection to the organization

Team goal achievement

Talent retention

Individual goal achievement

Skill development

Career development

Today

Organizational goal achievement

Team goal achievement

Engagement

Being attuned to well-being

Ensuring a strong sense of connection to the organization

Talent retention

Individual goal achievement

Skill development

Career development

Ensuring a strong sense of connection to teammates

Demonstrating empathy for individual situations

Rank order responses from organizations employing >100 people.
Source: *The Productivity Predicament (2023)*, Institute for Corporate Productivity (i4cp).





KEY FINDING:

**Productivity flourishes
in environments
of trust**



Trust Index

Explains **18%** of participating organizations' **increased productivity** since the start of the pandemic.

- 1. The senior leadership team is trusted by employees**
- 2. Managers are trusted by their direct reports**
- 3. Employees trust their team members**
- 4. Senior leaders trust our employees**
- 5. Managers trust their team members**



MAKING A DIFFERENCE: BEST BUDDIES

We partner with Best Buddies, an organization of volunteers that creates opportunities for people with intellectual and developmental disabilities. Our teams partner closely with Best Buddies volunteers and participants to find roles in our T.J. Maxx, Marshalls, HomeGoods, Sierra, and Homesense stores that match the job seeker's interests and talents, and we've been excited to hire participants to perform in a variety of functions, including cashiers, dressing room attendants, greeters, merchandise organizers, and product assemblers.

www.tjx.com



This is my nephew, Ken.

Ken is a college junior at University of Illinois, Springfield.

Ken is a history major.

Ken loves Star Wars, Legos and the Chicago Bears.

Ken enjoys steak, chocolate cake and his Uncle John's stuffed mushrooms.

Ken got a chess set for his recent birthday and likes to challenge his friends at lunch.

Ken is on the Autism Spectrum and believes that the world is his oyster...just like every 22 year-old person should!

Ken talks about a life living independently and on his own – he will need full time work to make that dream happen.

Will YOU hire him?





RESOURCES



- Employing People with Intellectual and Developmental Disabilities:

[2014 i4cp report.pdf](#)

- The Inclusive Talent Pool: Employing People with Disabilities:

[2019](#)

[The Inclusive Talent Pool Employing People with Disabilities i4cp \(1\) \(2\).pdf](#)



Thank You

icp.com

Pat Murakami

Sr Director, Member Services
patricia.murakami@i4cp.com

Madeline Borkin

Best Buddies Mother of the Year, 2022
Jacob Borkin's Mother of the Year, EVERY
YEAR

VP Member Development
madeline.borkin@i4cp.com





State of state for employers— employees leaving due to culture issues, open jobs, boards requiring dei and culture, i4cp research insights from new corporate currency, talent imperative, etc..

Also, open tech roles are a big pain point, but people with disabilities are increasingly hired into those roles with great results. We have that data point on slide #12

State of the state for people with disabilities and employment [35 Crucial Disability Statistics & Facts to Know in 2022 \(medalrthelp.org\)](#)

According to BLS, Disability employment statistics indicate that 17.9% of people with disabilities were employed in 2020, down from 19.3% in 2019. The US Bureau of Labor Statistics reported that the unemployment rates for people with disabilities increased from 2019. Namely, according to the US disability statistics of 2020, the rate increased to 12.6%. In comparison, the unemployment rate for persons without disabilities rose to 7.9% in 2020.

According to Statista, According to disability statistics from 2019, over a quarter of people with disabilities live below the poverty line. Namely, 25.9% of people with disabilities lived in poverty, compared with 11.4% of people without disabilities.



BREAK



BEST BUDDIES
Corporate Partnership





MISSION MOMENT



BEST BUDDIES
Corporate Partnership





JACK & DIANA MAYOR



GLOBAL AMBASSADOR

Best Buddies International





UNIVERSITY OF ILLINOIS, CHICAGO:
ACCESSIBILITY



BEST BUDDIES
Corporate Partnership



SARAH CHEW



ACADEMIC PROGRAM COORDINATOR
University of Illinois, Chicago



Best Buddies Corporate Partnership Summit

Practical Advice on Accessibility for Your Stakeholders

October 26, 2023

Sarah Chew





Hi, I'm Sarah!

- Academic Program Coordinator for the Cooperative Career Experience (Co-Op) Program at University of Illinois Chicago
 - Pre-baccalaureate certificate for students with I/DD
- Special Education PhD student at UIC
 - Access to Urban Higher Education for Students with ID
 - Assistive Technology
- Ziggy (Zig-Zag) is my service dog in training (SDiT)
- Lived experience having too many disability related barriers to work full time & now full-time + PhD

Where We're Headed

- Name Pronunciation
 - Mystery Links
 - Plain Language
- Access Information in Advance
 - Know Your Colors
- Accessible Physical Spaces
- Bonus: Emergency Stair Travel





What is one goal you have for this session?



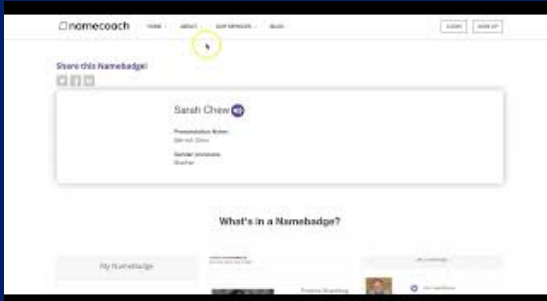
tinyurl.com/AccessSlidesChew



Practical Accessibility Tip #1

Name Pronunciation in Signature

Screen readers aren't linguists and can default to pronunciation in the rules of their primary language



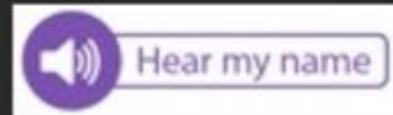
Shakespeare Was Wrong

Personal Namebadge by NameCoach is free

Plays in the person's own voice or use NameCoach' AI

Integrates with Salesforce, common LMS' and intranet/org chart

Sarah Chew



She/Her/Hers

Co-Op Program Academic Coordinator

Department of Disability and Human Development

PhD Student, Department of Special Education

P: 312-413-1647 | **E:** schew4@uic.edu | [Schedule a Meeting](#)

1640 W. Roosevelt Road | Room #709 (MC 626) | Chicago, IL 60608



Practical Accessibility Tip #2

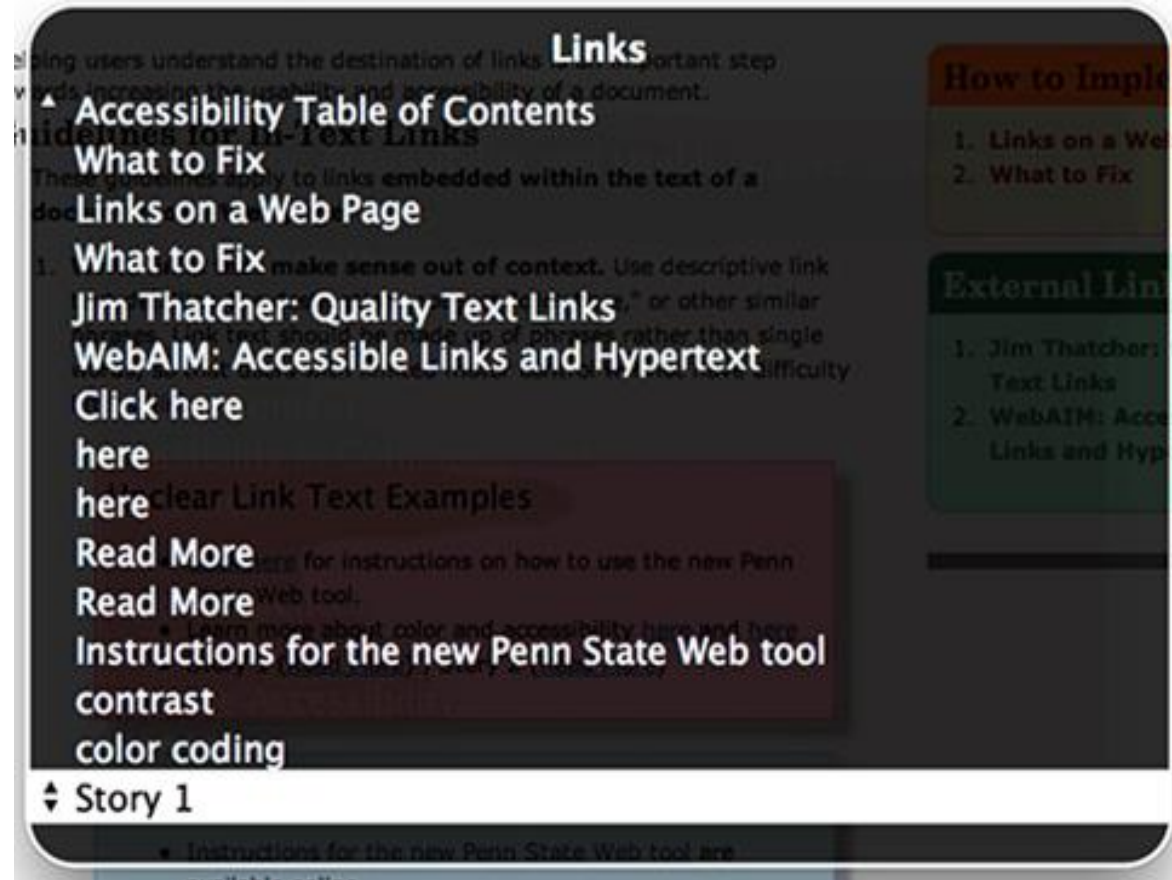
Mystery Links to “Here”

Reread your links without the surrounding text. Do you know where that link will take you?



Get Where You Want To Go

Rather than “Read More” try “More About _____” or “More _____”





Practical Accessibility Tip #3

Plain Language

A practice in universal design

Use generative AI to create a plain language summary or version—start with essential information



Clear, Concise Communication

Original:

The House of Representatives and Senate have returned from August recess and are working to finalize the twelve appropriations bills before September 30th. Before they went on recess, the House of Representatives Appropriations Committee and Senate Appropriations Committee reached top line spending agreements (302bs) for Fiscal Year (FY) 2024. In the Senate they are \$1.59 billion which is the cap in The Fiscal Responsibility Act of 2023 (P.L. 118-5) and in the House \$1.471 trillion or \$119 billion less than the spending caps outlined in the Fiscal Responsibility Act. In the Senate, for the Labor-Health-Human Services-Education and Related Agencies (LHHS) bill, the 302b allocation is \$195,231 million. In the House, the LHHS 302b allocation is \$147,096 million. On July 14th, the House marked-up the LHHS bill in subcommittee. On July 27th, the Senate marked-up the LHHS bill in full committee. The Senate bill level funded most disability programs at FY 2023 levels.

Plain Language Summary:

The House and Senate have begun to decide how much money to spend on programs next year. The House is planning to spend less money than the Senate.





One Idea Per Line: A Guide to Making Easy Read Resources



1

Plain Language Using AI

1. Copy the original text
2. In your generative AI, type a prompt like “can you rewrite this in plain language” then paste the original
 - a. I tend to use grade levels in my prompt. The goal for plain language is grade 3-5 so I generally use “can you rewrite this at a 4th grade level” first then adjust accordingly
3. Proofread what the Generative AI generates.
4. Check in Hemingway Editor, if beneficial



Practical Accessibility Tip #4

Provide Access Information in Advance


Agendas • Event Information

Conversations where
someone volunteers
disability status

Feeling Seen/Considered

ACCESS FEATURES

Wheelchair Accessible, ASL Interpretation, Open Captioning, Audio Description, All Gender Restrooms



From Daily Meetings to Larger Events: Agendas & Access Features

Ticketed Event: Ability to state if you need preferred seating and/or if you're bringing a service dog

Impersonal: "If there is anything we can provide regarding accessibility, please contact _____"

Personal: "Is there anything I can do to make ___ more accessible?"



Practical Accessibility Tip #5

Know Your Colors

Use WebAIM then create a one pager or add a section to your branding guide about which colors can and cannot be used together.

Contrast Ratio is Key

Minimum is 4.5:1 for smaller than 14 point bold or smaller than 18 point not bold.

Look for a tool that tells you both WCAG AA and WCAG AAA

Foreground Color: #8FD1C4
Background Color: #5A3F98
Contrast Ratio: 4.64:1
[permalink](#)

Normal Text

WCAG AA: **Pass**

WCAG AAA: **Fail**

The five boxing wizards jump quickly.

Large Text

WCAG AA: **Pass**

WCAG AAA: **Pass**

The five boxing wizards jump quickly.

Graphical Objects and User Interface Components

WCAG AA: **Pass**

Text Input ✓

Tweak Your Branding Guide



CORE COLOR

Pantone

266 CVC

Print Use

C79 M90 Y0 K0

Web Use

R90 G63 B152

#5A3F98



FRIENDSHIP

Pantone

116 CVC


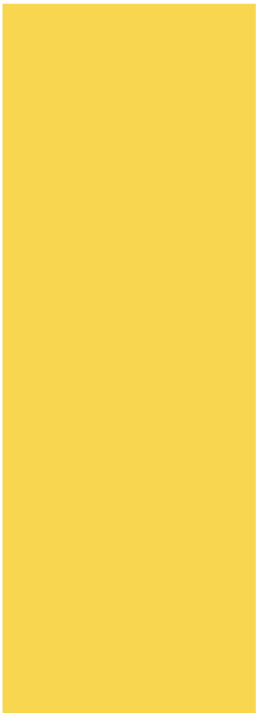
Print Use

C0 M15 Y94 K0

Web Use

R255 G212 B32

#FFD420



JOBS

Pantone

333 CVC

Print Use

C43 M0 Y27 K0

Web Use

R143 G209 B196

#8FD1C4



LEADERSHIP

Pantone

172 CVC

Print Use

C0 M66 Y88 K0

Web Use

R243 G119 B53

#F37735



LIVING

Pantone

2645 CVC

Print Use

C43 M38 Y0 K0

Web Use

R147 G150 B202

#9396CA



Core Color Can Be Used With:

- Jobs (AA Normal; AAA Large)
- Friendship (AA Normal; AAA Large)
- True White (AAA Normal and Large)

Friendship Yellow Can Be Used With:

- Core Color (AA Normal; AAA Large)
- True Black (AAA Normal and Large)

Jobs Teal Can Be Used With

- Core Color (AA Normal; AAA Large)
- True Black (AAA Normal and Large)



The Accessible Social Checklist

WWW.ACCESSIBLE-SOCIAL.COM

Use the Accessible Social Checklist to double-check your social media content before publishing it online. Please note that this checklist is not meant to be exhaustive or a fix-all for your content. It will remind you to include accessible best practices in your social media strategy and help you develop good content creation habits. Before you know it, they'll become a natural part of your process and you'll no longer need the checklist!

To learn more about accessible best practices for social media content and digital communications, please visit www.accessible-social.com.

COPY AND FORMATTING

- I used hashtags in moderation.
- I put multi-word hashtags in Camel Case.
- I placed hashtags at the end of posts and tweets when possible.
- I placed any hashtag clouds in the first comment of my Instagram posts instead of the caption area.
- I didn't use tabs or spaces to manipulate the formatting of my written content.
- I avoided using study case in my copy.
- I did my best to write in plain language, keeping my copy clear and concise.
- I used emoji in moderation.
- I didn't use emoji as bullet points.
- I avoided putting emoji in the middle of written copy.
- I stuck to the default yellow emoji unless a custom skin tone was necessary for context.
- I double-checked all emoji descriptions on emojipedia.org before using them.
- I didn't use any alternative characters from external websites to make my type appear in different weights, styles, or fonts.
- I didn't use ASCII Art in any of my posts.

IMAGES AND VISUALS

- I wrote appropriate alt text for all of my images, including GIFs.
- I made sure to include any flattened copy from my images in the alt text.
- If an image had excessive flattened copy on it like an official statement or organizational update, I linked out from the post or tweet to a webpage where the full statement was available as readable text and also added the appropriate alt text to the image.
- Any graphics I used in my content had suitable contrast applied to the colors to ensure that the copy was legible.

AUDIO AND VIDEO

- I captioned all videos that contained dialogue and/or informative audio.
- I provided a description of the visual elements of my videos either through copy or audio when possible.
- I made live captioning available for any live videos or streams.
- I avoided using flashing lights or strobe effects in my videos.
- I made a transcript available for any audio-only content.

head to page two for a glossary of relevant words and phrases

A Note on Social Media Accessibility

[Accessible Social's checklist](#) is a great tool to provide to social media managers.



Practical Accessibility Tip #6

Accessible Physical Spaces

Start with spaces people from the public might access and choose one area of focus at a time using the guides on Access Board.



Access Board is Your Friend

Photos, animations, and written descriptions of the ADA and ABA standards

Find the guide at www.access-board.gov/ada/guides/

Guide to the ADA Accessibility Standards

TABLE OF CONTENTS

- About the ADA Guides
- Animations** —
- Chapter 1: Using the ADA Standards
- Chapter 2: New Construction
- Chapter 2: Alterations and Additions
- Chapter 3: Floor and Ground Surfaces
- Chapter 3: Clear Floor or Ground Space and Turning Space
- Chapter 3: Operable Parts
- Chapter 3: Protruding objects
- Chapter 4: Accessible Routes
- Chapter 4: Entrances, Doors, and Gates

Accessibility Animations

Maneuvering at Doors

View ADA Standards

Technical Assistance

Contact the Access Board for guidance on these standards
202-272-0080 (voice)
ta@access-board.gov

Back to Top





Bonus Consideration

Emergency Stair Travel

Consult with employees with disabilities and plan ahead
Your organization/company may want to invest in an evacuation chair or spare manual wheelchairs

[Emergency Stair Travel Webinar](#) available on ADA National Network

[Written Advice](#) from Office of Disability Employment Policy at DOL



Long Track
(Garaventa)



Rear Facing
(Glider)



Narrow
(AOK)



2-Wheeled
(Evac+Chair)



Standard
(Ferno EZ-Glide)



Questions?





LUNCH



BEST BUDDIES
Corporate Partnership





SHUTTERFLY:
CAPTURING MOMENTS & CREATING CULTURE



BEST BUDDIES
Corporate Partnership



SONDRA HARDING



SENIOR DIRECTOR
Strategic Communications

Shutterfly

BEST BUDDIES



Capturing Moments and Creating Culture

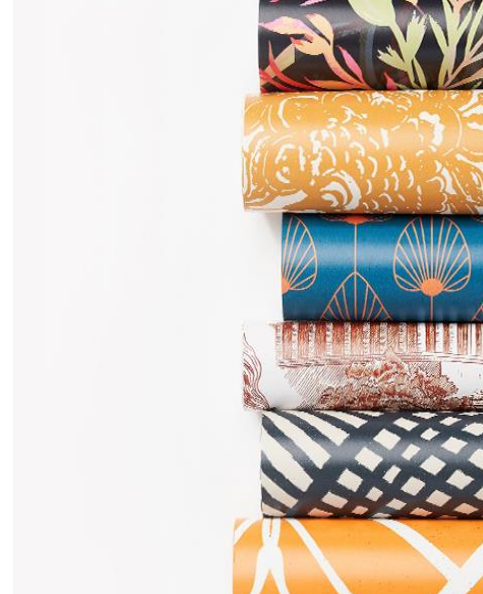


SHUTTERFLY





We make life's experiences unforgettable





*At Shutterfly,
we make life's experiences unforgettable.*
And we believe that everyone deserves to experience unforgettable moments.

Open Door Project Framework

Audiences

COMMUNITY

EMPLOYEES

CUSTOMERS

Core Strategic Pillars

Expanding equitable
ACCESS to life's
milestone moments

Normalizing and
celebrating a sense
of **BELONGING** for all

Raising **AWARENESS**
of the importance of
inclusion
and promoting
ACCEPTANCE
through the
Shutterfly platform

Best Buddies + Shutterfly

End the social,
physical and
economic isolation
of the 200 million
people with IDD

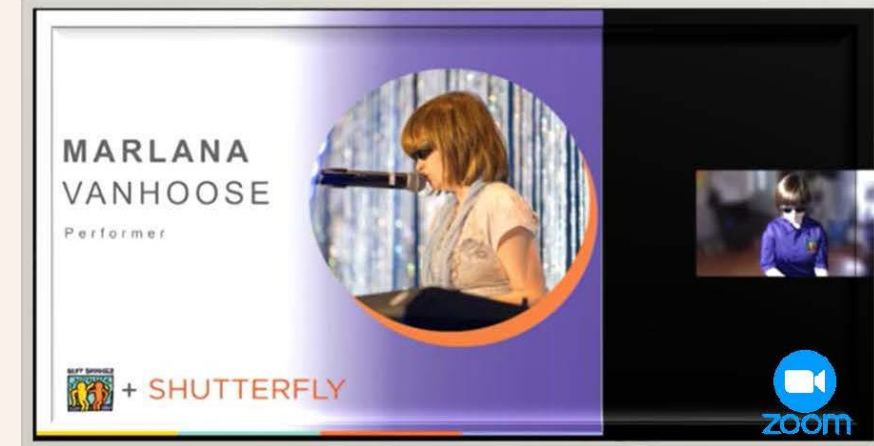
Make life's
experiences
unforgettable

International Friendship Day Celebration

This is one of the most heart-warming sessions I've ever attended. Thank you so much for featuring this organization and these amazingly talented young people. I loved it!

Josh - thank you for sharing your story. I know there are so many middle school kids that feel the way you felt - love that BB opened doors for you and now you ooze with confidence and compassion for others! Thank you!

My heart is exploding! This is the greatest broadcast I've attended at SFLY. Thank you everyone from Best Buddies for presenting today. I can't wait to get involved!! 😊



It's a Match!

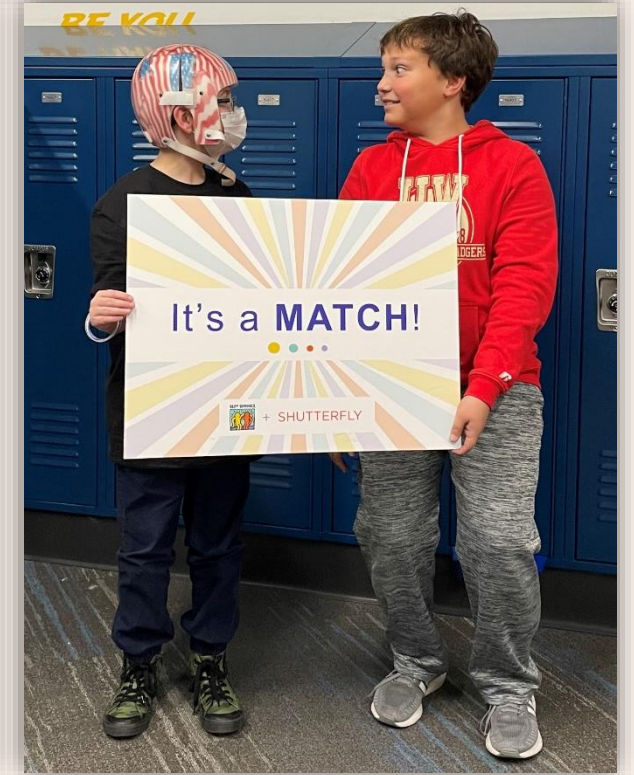


Photo Journals + Buddy Journals

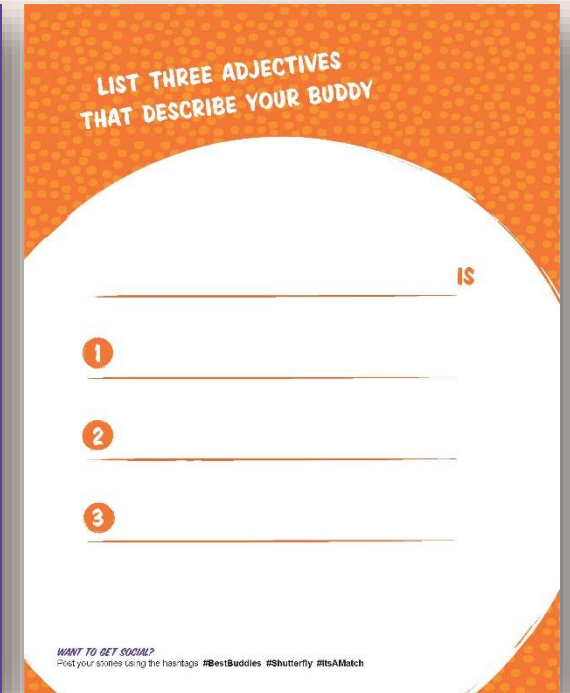
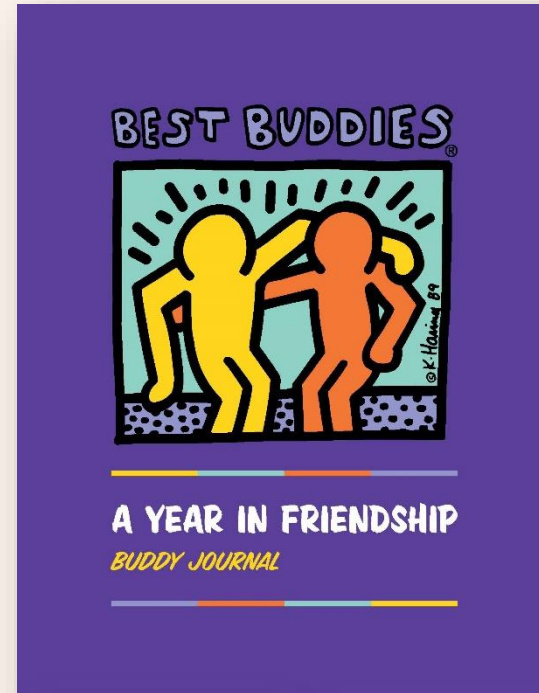
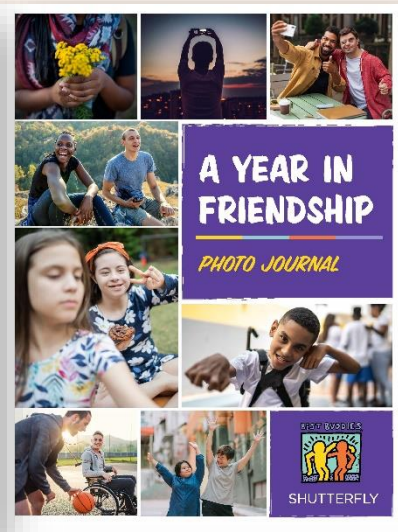


PHOTO IDEAS

Now that you are armed with tips and tricks for taking great photos, here are some ideas of the photos to take!

- Take a picture wearing your favorite outfit.
- Take a picture with you or your Buddy's pet — or both!
- Take a picture doing your favorite hobby, sport or activity — together!
- Take a picture of something that makes you both smile.
- Take a picture of a new tradition you've created together.
- Take a picture at your favorite school event!
- Don't forget to capture milestones throughout the year! Take a picture:
 - In your Halloween costumes
 - Doing your favorite holiday activity
 - On the first and last days of school
 - On spring break
 - At Graduation
 - On your birthdays

WANT TO GET SOCIAL? Post your stories using the hashtags #BestBuddies #Shutterfly #ItsAMatch

TIPS AND TRICKS FOR TAKING GREAT PHOTOS

YOUR EQUIPMENT

- Smart phones take wonderful pictures! Just make sure the camera lens on both sides is clean. You can clean the lens with your shirt to remove any fingerprints or smears — this will help your pictures look clearer and more in focus.
- Use portrait mode to blur the background, help subjects you stand out!
- Consider a selfie stick for capturing those perfect selfie moments with your Buddy!

LIGHTING

- The best outdoor lighting is soft, natural light. Try to avoid being in or facing the direct sun. Instead, look for overcast days to help avoid harsh shadows and squaring.
- The best indoor lighting is turning down a large window or screen door. Make sure your camera flash is enabled.

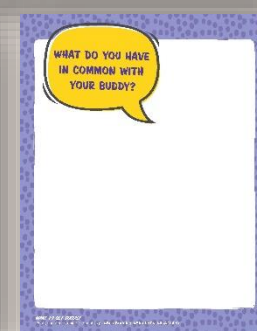
BACKGROUND

- Think about the background for your photo. Clean, solid, and simple backgrounds keep YOU the star of the show. Sometimes removing something in the background is only as covering it up with your body or changing the angle of the photo.
- If you are including the background for a specific reason, make sure it is visible!

PHOTO COMPOSITION

- Use the Rule of Thirds: Turn on the grid view in your camera settings. Then place the main focus of the picture where the lines intersect inside or at the center of the frame.
- Use doorways, trees, or window panes to "frame" your subject.

WANT TO GET SOCIAL? Post your stories using the hashtags #BestBuddies #Shutterfly #ItsAMatch





At Shutterfly, we make life's experiences unforgettable. We celebrate connection, and we believe that life's more fun when everyone's included.

This National Friendship Day, we're launching the *Power of Inclusion*, a movement encouraging all of us to share an extra smile, say hello, and help create a more inclusive world. Who knows, a simple gesture could just be the spark to a whole new friendship.

THE POWER OF INCLUSION



AT SHUTTERFLY, WE MAKE LIFE'S EXPERIENCES UNFORGETTABLE.

And in a world where celebrating life's most memorable moments may feel challenging to some, Shutterfly knows how important a friend can be to those who aren't always seen or celebrated for who they are.

BECAUSE A FRIEND CAN GO A LONG WAY IN MAKING US FEEL INCLUDED.

- A FRIEND is someone who we feel connected to, that we share a special bond with.
- A FRIEND is someone who we trust and open up to.
- A FRIEND is someone we can laugh and cry with.
- A FRIEND is someone we can rely on.
- A FRIEND makes us smile.
- A FRIEND pushes us to try new things.
- A FRIEND is someone we care for and who cares for us.
- A FRIEND makes us feel included in life's special moments.

WHAT IS INCLUSION, AND WHY DOES IT MATTER?

Close your eyes, and picture this: You walk into a school assembly and don't have anyone to sit with. A classmate looks at you, smiles, points to a larger group, and says, "Do you want to sit with us?"

A sigh of relief. A fresh start to the day. A feeling of being seen or appreciated. A sense of hope.

THAT'S THE POWER OF INCLUSION.

Because being included by others is critical for all of us—especially those with disabilities. When we're included, we feel connected and "included." And making friends helps us feel less lonely and isolated.

In fact, having friends can help us form healthy attachments, makes us feel safe, and can help us deal with our stress and anxiety, which improves our school performance, focus, and overall quality of life.

Unfortunately, not everyone feels "included" all the time. It can be challenging for some people to make friends, leaving them feeling more alone and isolated than others.

BUT YOU CAN HELP!

YOU have the power to make someone else feel special, included, and seen.

Plus, it's easier than you think. Here are a few tips on how to get started:



1. START WITH A SMILE!

Smiling is a great way to start a conversation. It shows you're friendly and approachable.



2. SAY HELLO!

Try saying hello to someone who looks like they might be lonely. You can say, "Hi, my name is [name]. How are you?"



3. FIND SOMETHING IN COMMON.

Look for shared interests or hobbies. This can be a great way to start a conversation. You can say, "I love reading. Do you?"



4. APPRECIATE EACH OTHER'S DIFFERENCES.

Everyone is different, and that's what makes life interesting. Try to learn about each other's unique qualities. You can say, "I like your backpack. It's really cool!"



5. MAKE PLANS FOR NEXT TIME.

Once you've started talking, try to make plans to hang out again. You can say, "Let's go to the library together next week!"



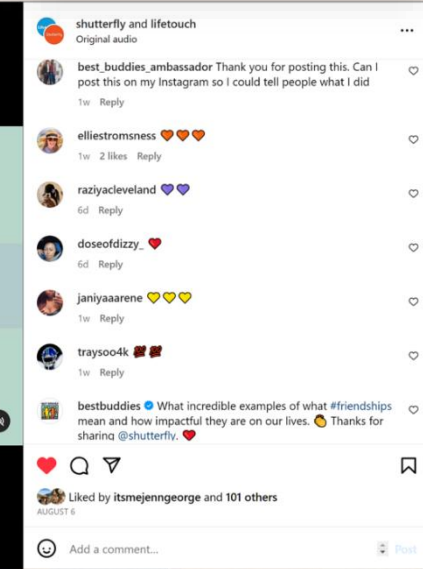
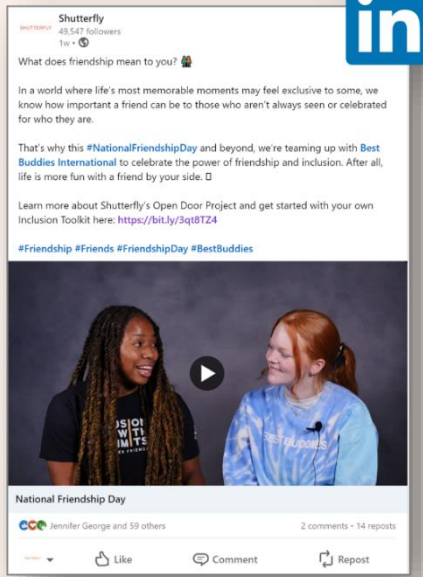
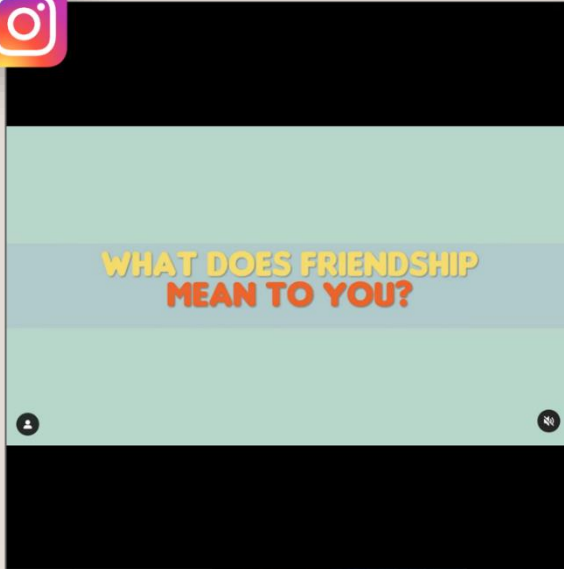
HOW DO WE FEEL WHEN WE HAVE A FRIEND?

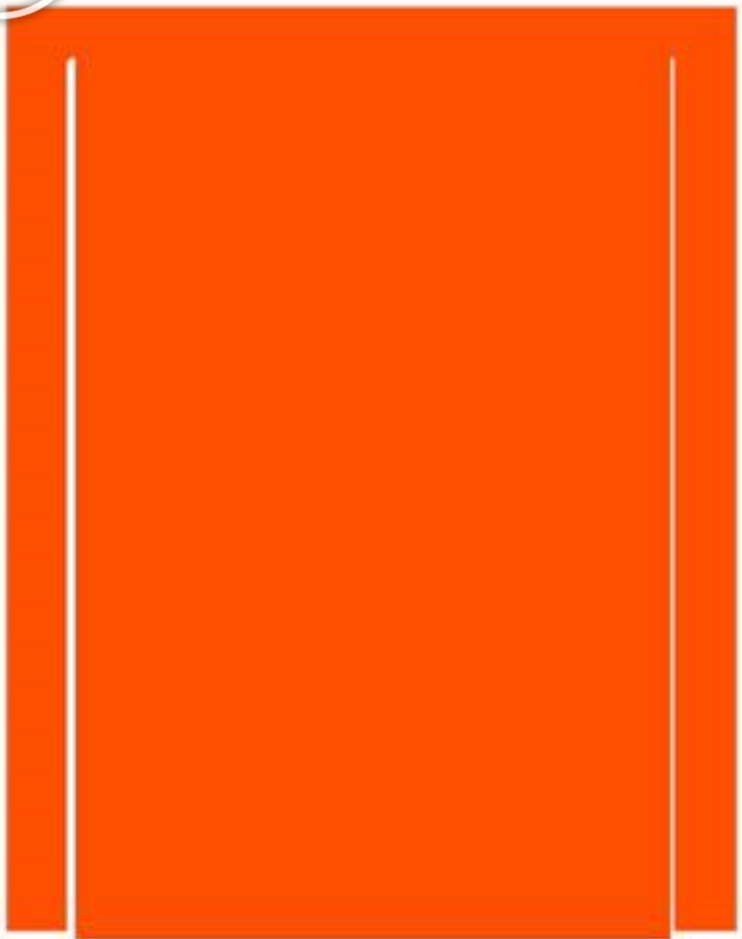
Having a friend can make us feel happy, safe, and supported. It can also help us feel less lonely and more confident.

Remember, everyone needs a friend. So be a friend to someone who needs one.



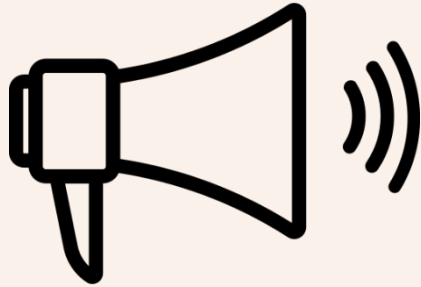
Power of Inclusion Toolkit





SHUTTERFLY
OPEN
DOOR
PROJECT

What's Next?



Amplification



Customer
Engagement



Representation



INSIGHT GLOBAL:
BUILDING EMPLOYEE COMMUNITY ENGAGEMENT



BEST BUDDIES
Corporate Partnership





ALLISON GREENE



SENIOR DIRECTOR, PHILANTHROPY
Insight Global



IMANI CROSBY



COMMUNITY & PARTNERSHIP MANAGER
Insight Global





“The Action of Engagement”

Allison Green + Imani Crosby
Philanthropy + Social Impact





So, where to start?





Some questions to consider:

What services do we provide and how can we make it accessible to the community?

What partners do we work with who we can include and engage?

How does this connect with our “WHY” and our shared values?





Some questions to consider:

What service do we provide and how can we make it accessible to the community?

Authentic

What partners do we work with who we can include and engage?

Actionable

How does this connect with our “WHY” and our shared values?

Ownable





WHAT THIS LOOKS LIKE FOR US:

- We are a staffing company, so focusing on workforce development and diversity in the workforce is an easy connect
- Our mission is to Be The Light to the world around us
- HQ in Atlanta, GA so we are helping to fund the BB GA Jobs Program
- Invite our vendors and clients to join in our philanthropic efforts, inclusion and partnership



What does this look like for you?

What services do we provide and how can we make it accessible to the community?

What partners do we work with who we can include and engage?

How does this connect with our “WHY” and our shared values?

2 minute share-out





Engaging Employees



Make it easy

**Signature days /
milestones**

Bring it to your office

Offer service days
(or half days)

Include families



Support their interests

Employee groups (ERGs)

Friendly competition
(or fun incentives)

Get teams together
(look for cross-functional partnerships)

Elevate your ambassadors



Show impact along the way

Leverage mission moments

Celebrate together

Give leaders a voice

(the more personal, the better)

Share and tag in

WHAT THIS LOOKS LIKE FOR US:

- 68 offices across the US and Canada, with a philanthropy ambassador in each office (shared calendar, monthly calls, organized service projects)
- 5 paid service days annually for all employees
- Mix of location-based and in-office opportunities
- Executive support and champions for all of our partnerships
- Making it personal through our ADAPT Employee Resource Group and a leader whose brother has Down Syndrome





Our partnership is a mix of funding and fun

Friendship Walk
'Cheer Squads'



Trainings



Jobs & Joy



JOBS & JOY



GA Jobs Program

Champion of the Year

Build momentum & keeping it going



Leverage good activations as building blocks, if it works make it an annual event



Deep vs. wide, narrow the focus with exclusively mutually-beneficial partnerships



Leverage your momentum builders, share stories and celebrate together

WHAT THIS LOOKS LIKE FOR US:

- Annual calendar of activation and signature partners – less is more
- Repetition is our friend
- Leverage our Ambassadors to continuously improve
- Story-sharing and mission moments, monthly ambassador meetings





What does this look like for you?

Make it easy

Show impact

**Support employee
interests**

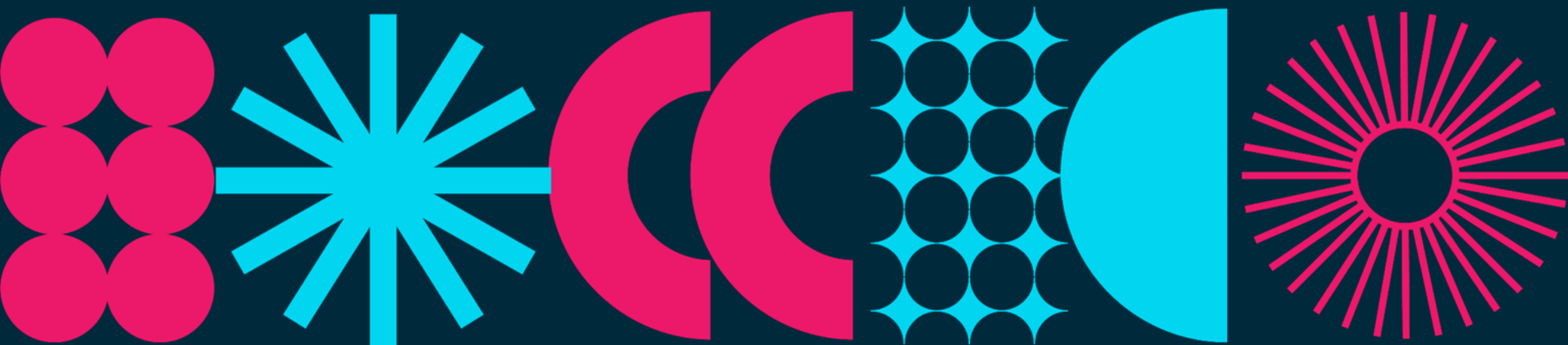
Build momentum

2 minute share-out



Comments and questions





THANK YOU!





BEST BUDDIES: INTERNATIONAL PROGRAMS



BEST BUDDIES
Corporate Partnership



DAVID QUILLEON



SENIOR VICE PRESIDENT
Global Mission, State Development and Operations

Best Buddies International





BEST BUDDIES **GLOBAL IMPACT**



MEET THE INTERNATIONAL TEAM



Alex Dessauer
Vice President



Jennifer Allen
Senior Director



Yelba Sosa
Manager of Operations



Matthew Fernandez
Program Manager



GLOBAL IMPACT NUMBERS

3,387

Chapters

121,813

Participants

1,218,130

Impacted

1,734

Cities

570

Counties



One-to-One Friendships



Integrated Employment



Leadership Development



Inclusive Living

14 Elementary School Chapters

600 Middle School Chapters

1,535 High School Chapters

528 College Chapters

9,415 Citizens Participants

2,888 Participants

1,927 Employed Participants

850 Ambassadors

11,438 Promoters Participants

369 Transitions Participants

5 Locations in
Georgetown
(Washington, D.C.)

Union Market
(Washington, D.C.)

Miami, FL

Southern CA
(UCLA)

Atlanta, GA

BESTBUDDIES. International Programs

46 Countries & Territories



5 Continents

WHERE WE ARE
LOCATED





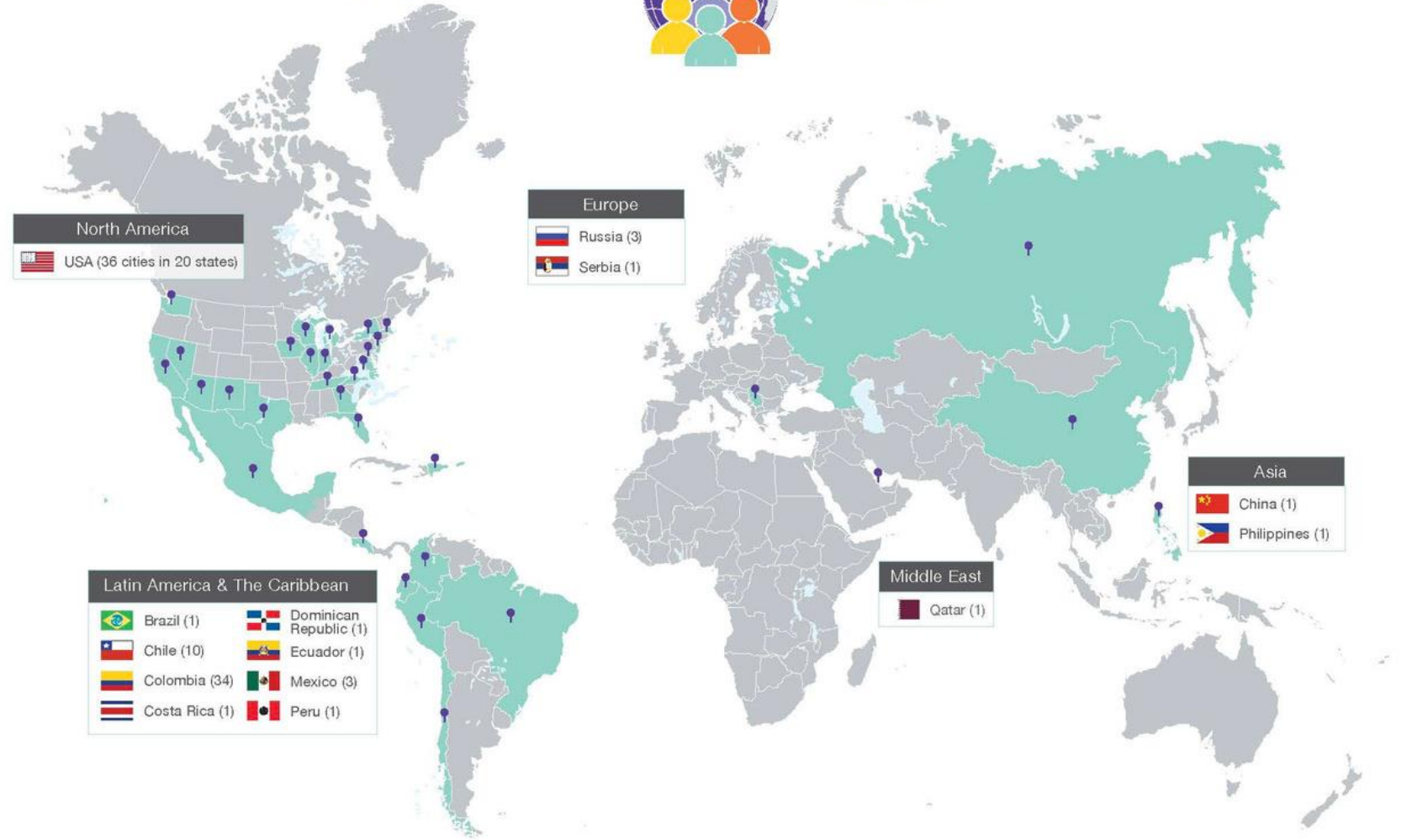
BESTBUDDIES.JOBS Around the World

14 Countries*



95 Cities*

WHERE WE ARE
LOCATED



*Reflects countries and cities that have the Best Buddies Jobs program, as of 03.22.2023



GLOBAL EMPLOYER PARTNERS | MULTI-NATIONAL COMPANIES





QUESTIONS?



FRIENDSHIP has

JOBS have

LEADERSHIP has

LIVING has

IMPACT.





BREAK



BEST BUDDIES
Corporate Partnership





ACCENTURE:
ACCESSIBILITY FROM A-Z
A COMPLETE CORPORATE OVERVIEW



BEST BUDDIES
Corporate Partnership





SARAH CLINE
GLOBAL WORKPLACE I&D LEAD
Accenture



STEVEN OMANS
HEALTHCARE DIRECTOR
Accenture - Chicago



CLAIRE TOMAN
BEST BUDDIES JOBS PARTICIPANT
Accenture - Chicago



STEPHANIE ROTHEY
DIRECTOR
National Partnerships
Best Buddies International



ADAM WILT
STATE DIRECTOR
Best Buddies in Illinois



KATIE ROSE
SENIOR DIRECTOR
Champion of the Year
Best Buddies International





BREAK



OPTIONAL TOUR OF ACCESSIBILITY CENTER
(If unable to attend Friday sessions)



BEST BUDDIES
Corporate Partnership





RECEPTION



BEST BUDDIES
Corporate Partnership





BEST BUDDIES: STATE OF PARTNERSHIPS



BEST BUDDIES
Corporate Partnership





**CARY
OMBRES**



SENIOR DIRECTOR
Expansion
and Grant Development

Best Buddies International



**LISE
LOZELLE**



SENIOR DIRECTOR
State Communications
and Engagement

Best Buddies International



**KATIE
ROSE**



SENIOR DIRECTOR
Champion of the Year

Best Buddies International



PROGRAMS

OUR IMPACT



OUR GLOBAL IMPACT

3,556

Chapters

129,857

Participants

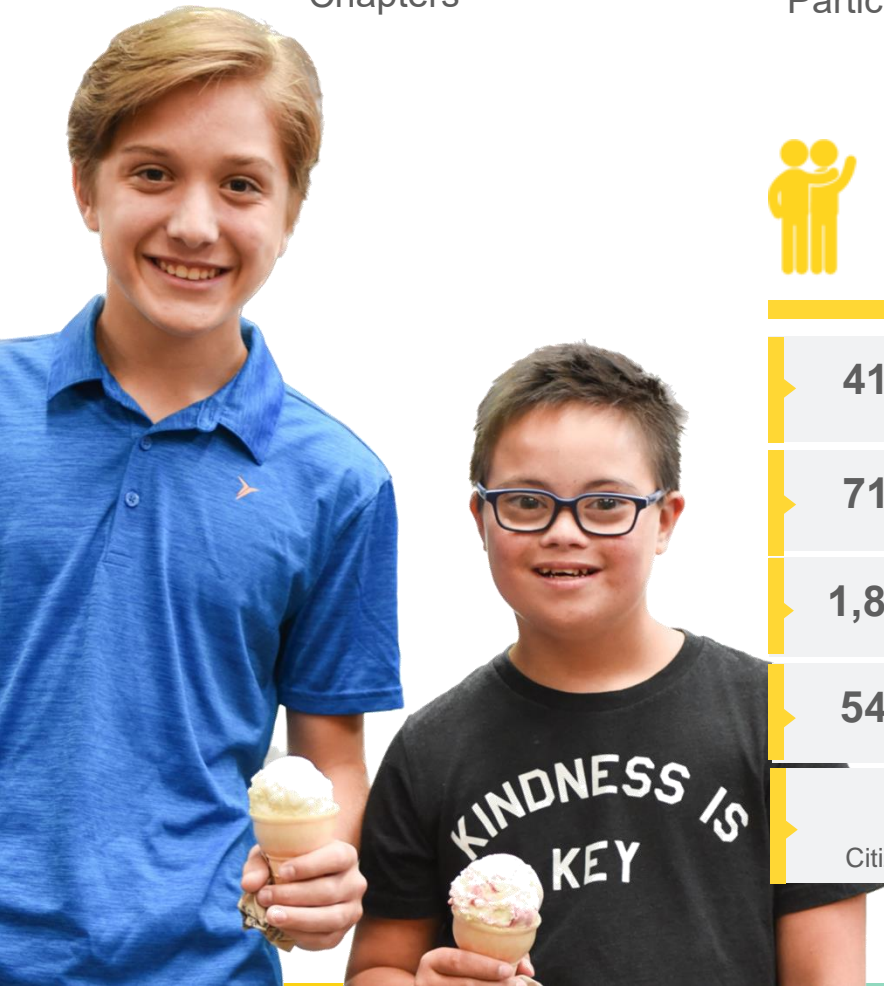
1,129,857

Impacted

1,821 598

Cities

Counties



One-to-One Friendships



Integrated Employment



Leadership Development



Inclusive Living

416 Elementary School Chapters

718 Middle School Chapters

1,873 High School Chapters

549 College Chapters

9,337 Citizens Participants

3,221 Participants

2,179 Employed Participants

2,008 Ambassadors

12,804 Promoters Participants

444 Transitions Participants

5 Locations in
Georgetown
(Washington, D.C.)

Union Market
(Washington, D.C.)

Miami, FL

Southern CA
(UCLA)

Atlanta, GA



OUR PARTNERS



OUR CORPORATE PARTNERS

accenture



BlackRock

BODYARMOR



CBRE

The Cheesecake Factory



Deloitte

FedEx



Genentech

Holland & Knight



InsightGlobal



KOHL'S

Levy



Office DEPOT



SEPHORA



SHUTTERFLY



TJX





PARTNER SPOTLIGHT



FRAN
Best Buddies Ambassador





ENGAGEMENT OPPORTUNITIES





MENTOR



BECOME A FRIEND

Start a Best Buddies Citizens corporate chapter, where employees would be matched into one-to-one friendships with Best Buddies participants with IDD. Best Buddies would work with local offices to plan social events for members to enjoy, creating a more inclusive community and workplace.

BECOME A SPEECH COACH

Mentor Best Buddies participants with IDD in speech writing, public speaking, and self-advocacy. Employees can serve as speech coaches at local trainings or host a Ambassador series with the support of the local Best Buddies staff partner.

BECOME AN ADVOCATE

Partner with Best Buddies to build out a personalized inclusive workplace training for employees to help them become advocates within the company and out in the community.



CORPORATE CITIZENS



AMBASSADOR TRAININGS



DEI TRAINING



HIRE



INTEGRATED EMPLOYMENT

Best Buddies Jobs Program

Best Buddies will work with your company to explore integrated employment opportunities.

A Mutually Beneficial Experience

- Partnerships are completely customized based on you company's needs and values
- Competitive & inclusive jobs, with a person-centered approach
- On the job training and job placement support for participants, supervisors and co-workers
- Inclusive workplace awareness orientations





LEAD



JOIN THE ADVISORY BOARD

Employees can share their time, talents and networks by joining their local Best Buddies Advisory Boards.

SERVE ON A COMMITTEE

Employees can help lead local Friendship Walks and Champion of the Year Galas to success by serving on an event planning committee.

INSPIRE YOUNG LEADERS

Employees would have an opportunity to be a speaker, facilitator or guest panelist at one of the Best Buddies Leadership Training events held annually in local communities, providing leadership training for student leaders from our Best Buddies school-based chapters.



ADVISORY BOARD



EVENT PLANNING COMMITTEE



EVENT-DAY VOLUNTEERS



NETWORK



SPONSOR A SIGNATURE EVENT

As an official corporate sponsor of the Friendship Walk or Champion of the Year Galas, your company can help Best Buddies reach local financial and programmatic goals.

BECOME A CHAMPION FOR INCLUSION

Your company can nominate employee leaders to serve as Champion of the Year candidates and compete in a fundraising competition among other select leaders in their communities, competing for local and national Champion of the Year titles.

FORM A WALK TEAM

Your company can recruit employees to walk and raise funds for friendship and inclusion!



CORPORATE SPONSORSHIP



CHAMPION OF THE YEAR



FRIENDSHIP WALK



2 EVENT MODEL

- Best practices in fundraising
- Prevents donor/volunteer/staff fatigue
- Consolidate and focus efforts
- Mission-focused



CHAMPION OF THE YEAR



- A Best Buddies premiere signature event
- Annual 8-12-week fundraising competition
- Featuring a select group of individuals, professionals, and community leaders
- Devote their passion, talents, and networks to Best Buddies

48

EVENTS

15K

ATTENDEES

365

CHAMPIONS

\$7.7

MILLION RAISED

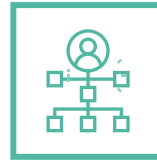
CHAMPION





Event Model Strategy

Ambassador Style Fundraising



Leverages Loyal Supporters

Strategically recruit individuals of influence with strong networks, social clout and connection to the cause.



Friendly Competition

Engage candidates and their teams (campaign managers and mission partners) in a 8-12 week "silent" fundraising competition.



Campaign Development

Through amplified support, staff leads work with each candidate to develop a strategic approach to their campaign while providing training and resources.



Celebrate & Crown Winner

Hold a gala to culminate the competition allowing candidates to maximize their fundraising support, to celebrate the ambassadors collective success and crown the ultimate Champion.

2022 HIGHLIGHTS



365 Champions raised
\$1.9 million

Candidate fundraising
increased by **45%**

Top 10 Champion
winners collectively
raised **\$900K**

67 Champions have
IDD and **3** were in the
top 10 in the country!

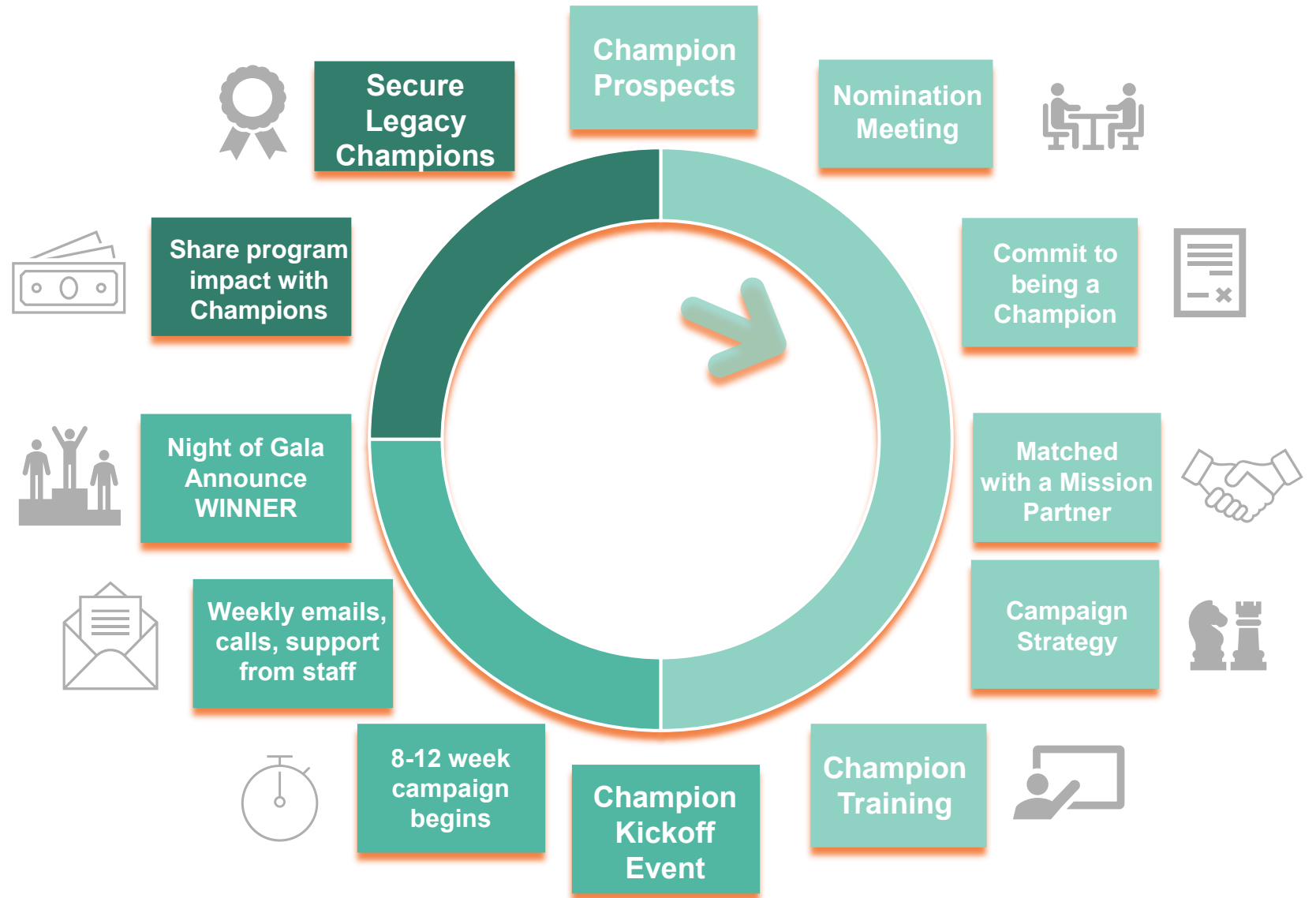
Qualities of a champion



Connection To The Cause • Competitive • Passionate • Persistent • Influential • Well-connected



CAMPAIGN CYCLE



CHAMPION EXPERIENCE

Pre-campaign Support



Candidate Prospecting & Nominating



Mission Partner & Campaign Team



Build Campaign Strategy



Hold Candidate Training

During & Post Campaign Support



Kickoff To 8-12 Week Campaign



Weekly Emails, Calls Support From Staff



Gala/Crown COY Winner



Champion Legacy







FRIENDSHIP WALK



BEST BUDDIES®
FRIENDSHIP WALK

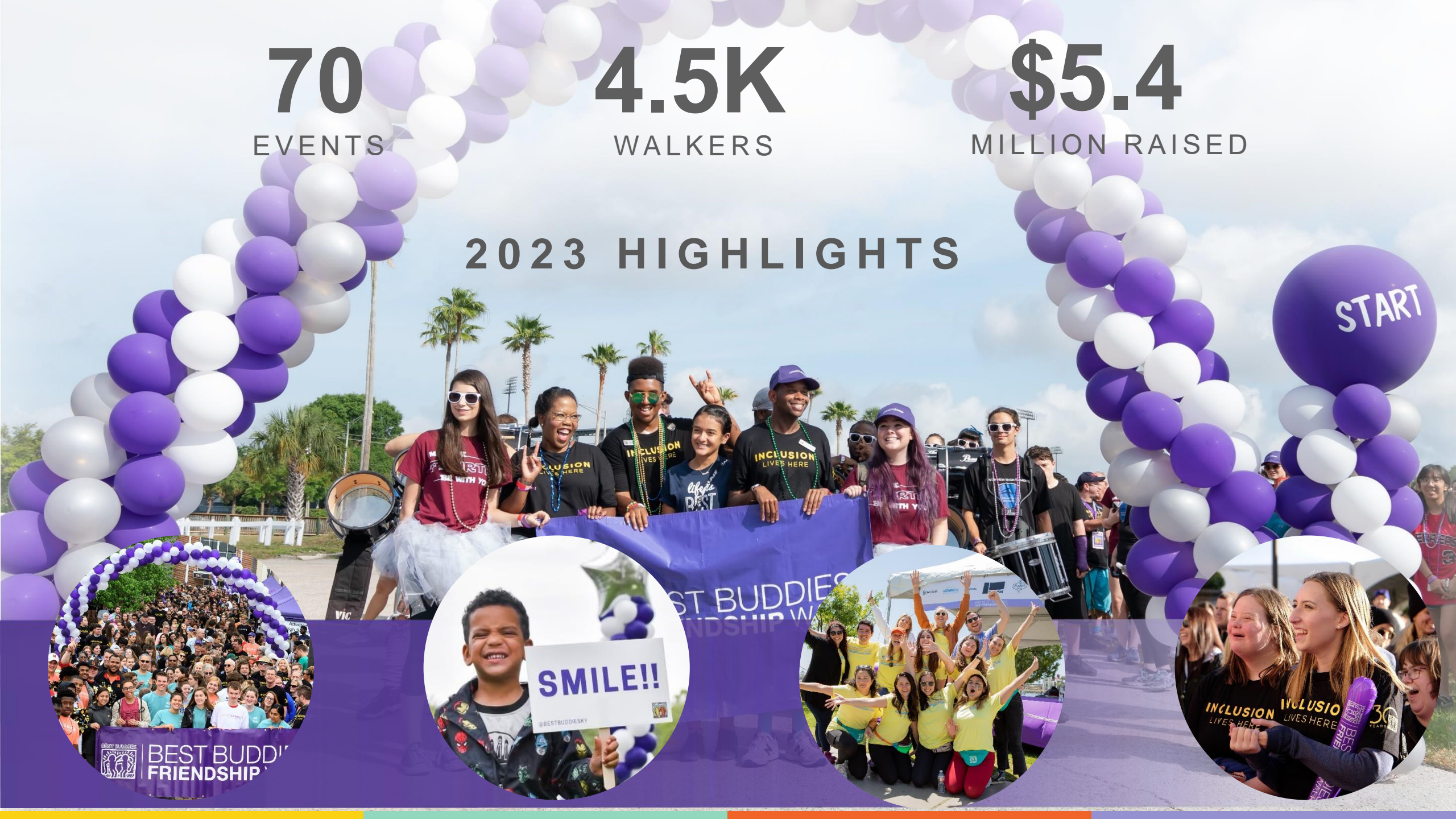
- Best Buddies' premier programmatic event
- Free to attend and completely open to the public
- Largest engaged group of the year
- Volunteer led, staff supported

70
EVENTS

4.5K
WALKERS

\$5.4
MILLION RAISED

2023 HIGHLIGHTS





Event Model Strategy

Peer-to-Peer Fundraising

A fundraising strategy where individuals organize personal campaigns to raise money on behalf of a nonprofit organization. Organizations recruit volunteers among their supporter bases to launch personalized campaign pages.



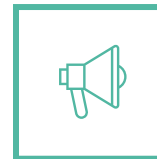
Incentive Program

With new and exciting items every year for each fundraising benchmark, walkers are especially motivated to elevate their efforts and reach the next level!



Marketing Campaigns

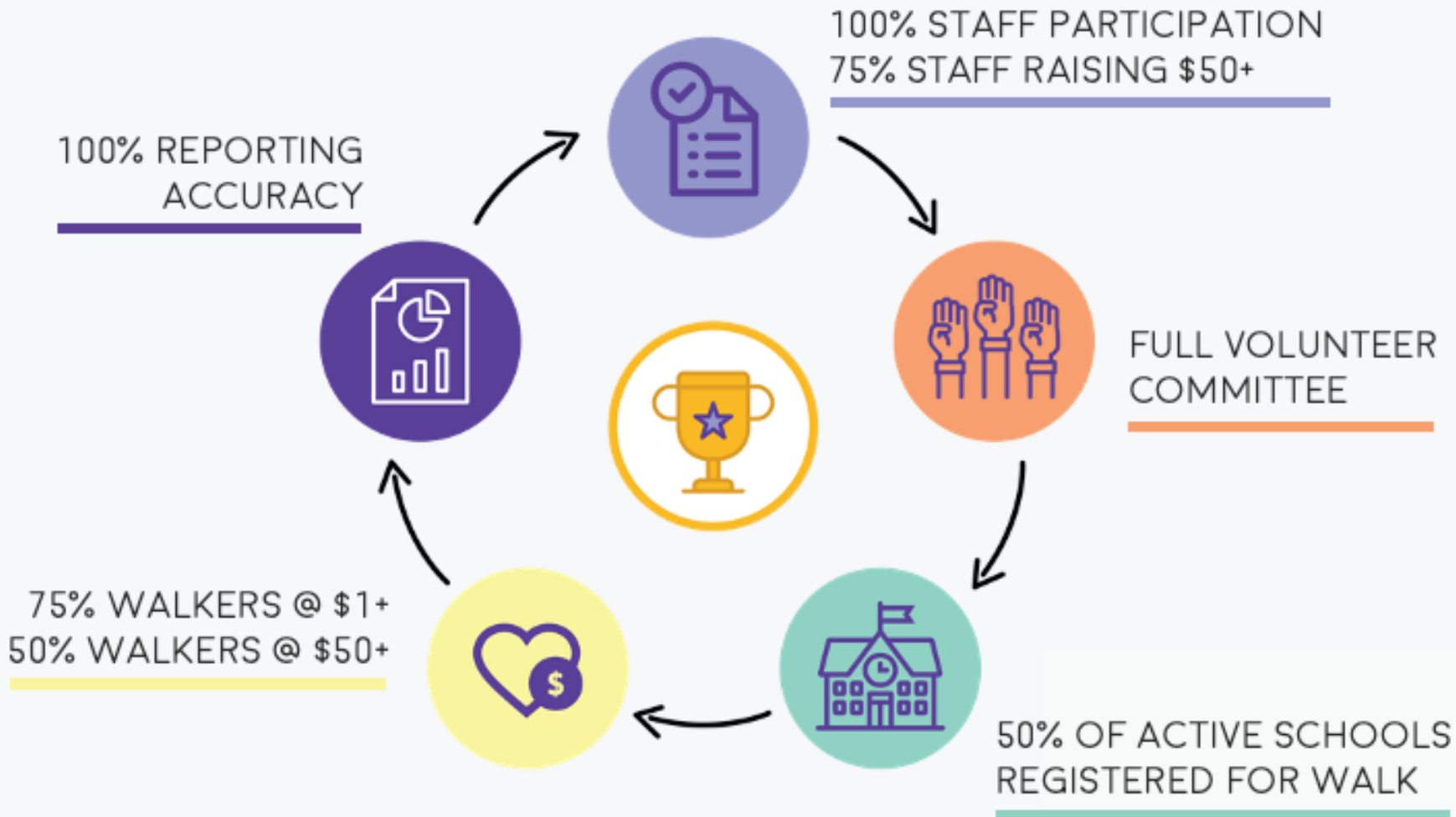
Focused marketing efforts such as Launch Week and 100% Participation Week significantly boost registration and fundraising numbers.



Friendly Competition

Recognition of top individual fundraisers and teams at a local and national level provides extra encouragement and validation for their efforts.

5 Keys to Success





INCLUSION WITHOUT LIMITS
BEST SPECIES FRIENDSHIP WALK



BEST BUDDIES: JOBS PROGRAM



BEST BUDDIES
Corporate Partnership





STEPHANIE ROTHEY



DIRECTOR, NATIONAL PARTNERSHIPS
Best Buddies Jobs

Best Buddies International



ALEX EZAWA MRAKOVICH



DEPUTY DIRECTOR
Best Buddies Jobs

Best Buddies International



BEST BUDDIES



BEST BUDDIES JOBS: INTEGRATED EMPLOYMENT



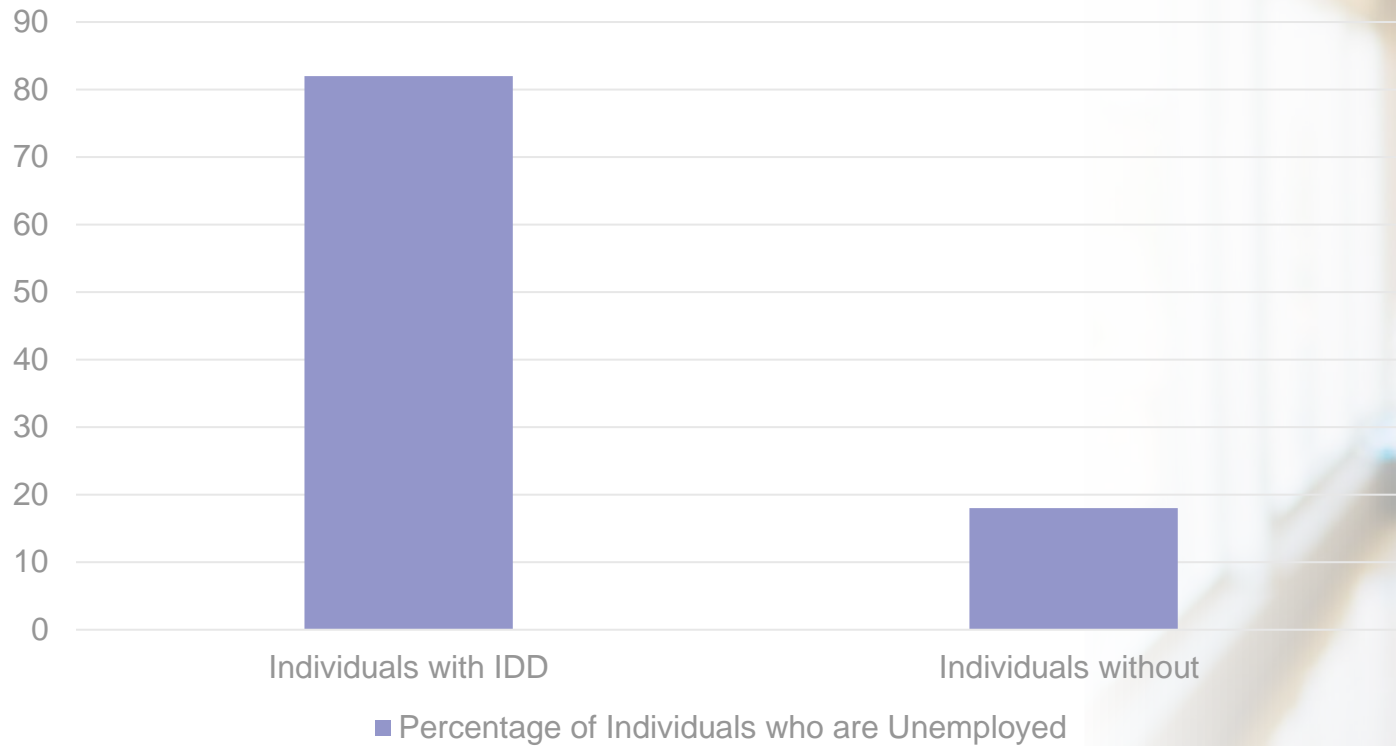
Secures jobs for people with IDD, allowing them to earn an income, pay taxes, and continuously and independently support themselves. Best Buddies Jobs matches skilled and qualified individuals with IDD with businesses seeking dedicated employees. Through the Jobs program, Best Buddies develops partnerships with employers, assists with the hiring process, and provides ongoing support to the employee and employer.

85% of Individuals with IDD...



... do not have a paid job in the community

Percentage of Individuals who are Unemployed



Sources: Bureau of Labor Statistics (2023); National Core Indicators (2021-2022); Best Buddies reporting systems (as of 10/5/2023)

*NCI defines paid community employment as anyone who has individually supported, competitive, or group supported employment.



BEST BUDDIES JOBS



MUTALLY BENEFICIAL EXPERIENCE

Best Buddies Jobs is an employment solution for businesses seeking qualified, dependable talent. With a 97% retention rate, our talent can help to reduce turnover costs and improve your workplace culture.

WHAT TO EXPECT

SKILL MATCHING

Best Buddies Jobs matches skilled and qualified individuals with IDD with businesses seeking enthusiastic and dedicated employees

JOB PLACEMENT

Best Buddies Jobs develops partnerships with employers and assist with the hiring process

LIFE CYCLE SUPPORT

Best Buddies Jobs provides ongoing support to the employee and employer

BEST BUDDIES JOBS: INTEGRATED EMPLOYMENT



Individuals interested in joining the Best Buddies Jobs Program must meet the following:



**Primary Diagnosis
Of an IDD**



**Have a desire to
work
competitively**



**Have a reliable
form of
transportation**



**Manage activities
of daily living**



**Qualified to
receive
services**



**Self-motivated
and driven**



**Consistent
travel to and
from work**

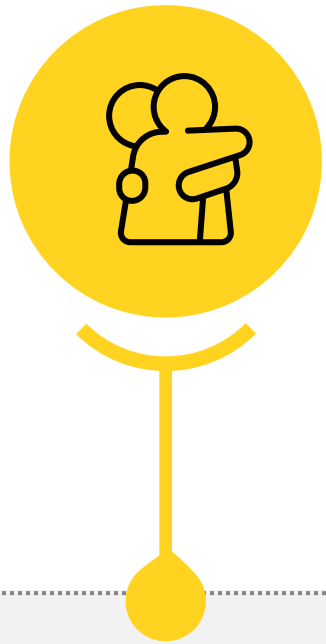


Independent

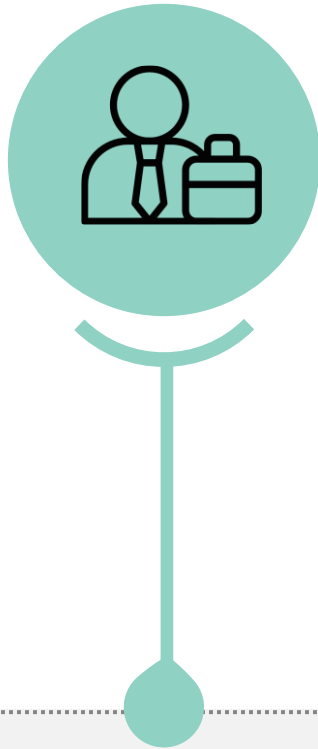


JOBS PROGRAM PROCESS

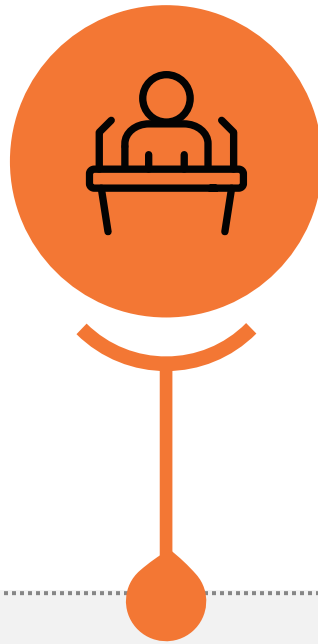
A JOURNEY MAP



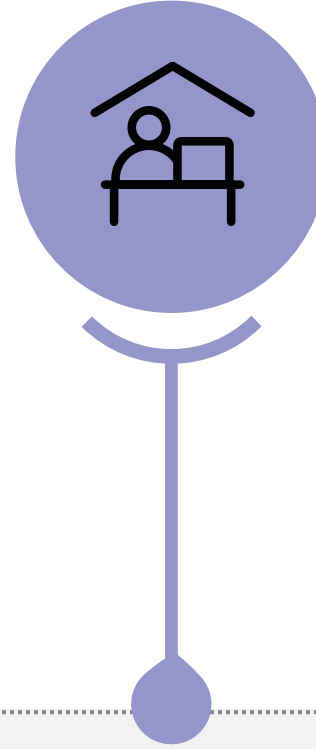
Referral is Sent
to Best Buddies



Introductory
Meeting



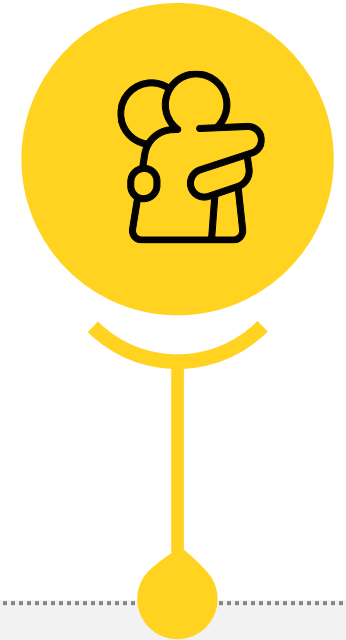
Orientation and
Skills Discovery



Goal Setting



Job Development

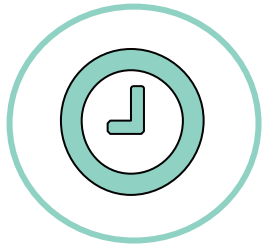


New Hire Support +
Coaching

BEST BUDDIES JOBS: DATA



A snapshot of the impact our Jobs Program is making across the US



20.16

The average weekly hours worked by a BBJ participant



\$15.76

The average wage made by a BBJ participant



1035

Active USA placements

1,862

Active Global placements



355

Candidates currently in job development

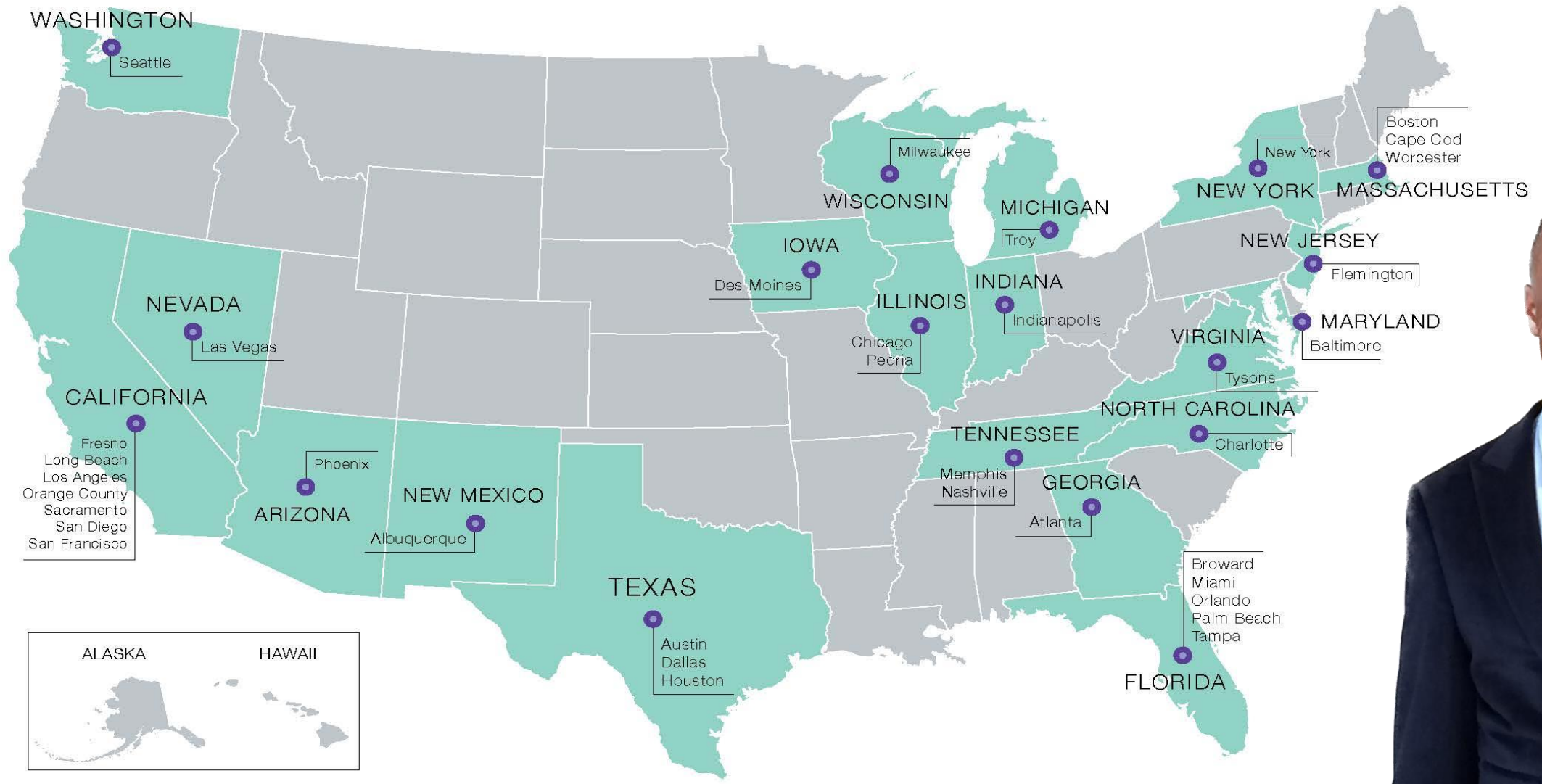


IN 2023

249 new placements
262 new intakes



BEST BUDDIES JOBS U.S. LOCATIONS





EMPLOYMENT OPPORTUNITIES ACROSS VARIOUS INDUSTRIES



Best Buddies Jobs works with employers from any industry to create inroads to employment for people with IDD

NATIONAL EMPLOYER PARTNERS



SUN COMMUNITIES, INC.





❑ GRASS ROOTS PARTNERSHIP |

Consultative, local support for one-off hiring

❑ PILOT PARTNERSHIP

Small-scale initiative in targeted markets to determine future growth

❑ FULL-SCALE PARTNERSHIP

Comprehensive initiative planning and implementation regionally, nationally, or globally



EMPLOYER PARTNER SUCCESS ENABLERS



Advocacy

Executive sponsor, internal Champion, commitment to best practices, communication protocol



Playbook

Best practices in working together outlined for both the employer and Best Buddies Jobs.



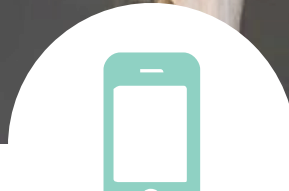
Education

Inclusive workplace training is the foundation to a successful partnership.



Metrics

Measuring successes and opportunities and adapting to market changes throughout the lifecycle of the partnership.



Engagement

The best way to get employees excited about inclusion is to expose them to the mission!

HOW IT WORKS



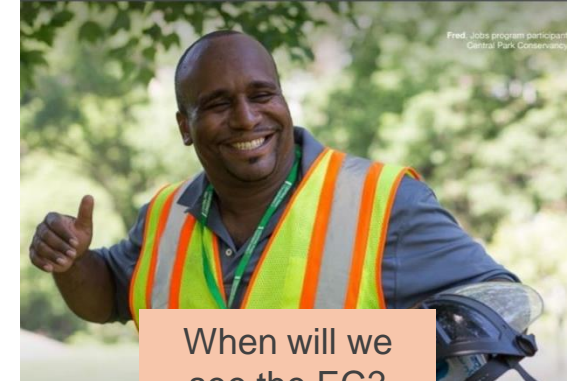
EMPLOYMENT CONSULTANT: Q&A



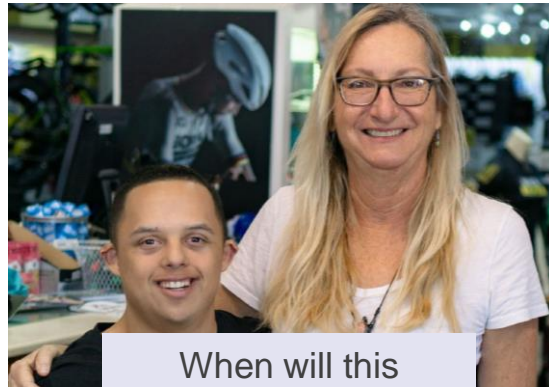
What is an Employment Consultant? (EC)



Who needs an EC?



When will we see the EC?



When will this support end?



Who pays for this service?

SUPPORTED EMPLOYMENT ROLES



Best Buddies
Jobs
Participant

Employment
Consultant

Employer

Professional
support in the
workplace

Professional
support outside
of the workplace

Parents

Co-Workers

Supervisors

Natural
Supports

Human
Resources

WORK SITE ANALYSIS



Who? A Best Buddies Employment Consultant (EC) will schedule an assessment with a hiring manager or human resources member that can walk them through everyday operations of a department or the entire organization.

What? The EC will ask a series of questions that expand on any typical job descriptions that have been shared.

When? The assessment is most effective before matching a candidate to a position. This typically takes an hour and should be conducted during regular operating hours.

Sample questions from a Work Site Assessment

- Number of co-workers?
- How closely is this person supervised?
- Is this a customer facing role?
- What is the expected work pace?
- Is there flexibility in scheduling?
- Are there any social groups or activities?

Where? The assessment should take place within departments that the employer is looking to staff, but can also include an overview of all departments and how they work together.

Why? To better understand the expectations, culture, and environment of a company in order to match a candidate that will be a long-term asset. Also to help identify opportunities to improve efficiency.

EMPLOYER FAQ



Is a person with IDD able to perform the job duties?

Absolutely! The person hired should be able to complete the functions of the job with accommodations if needed. Research shows that people with disabilities are a productive and effective solution to hiring needs.

Is there an increased chance of turnover?

Studies show that people with disabilities are dependable, motivated, and have a very high retention rate along with a low rate of absenteeism. Once they have found the right job, they will likely be there for a very long time. Best Buddies has participants that have been with the same employer for 29 years!

Would my company have to pay more for insurance?

Insurance policies cover all employees regardless of their race, gender or disability so companies should not raise your rates based on your employee demographics.



JOB CARVING



Individualizing Opportunities

Working within your internal departments to examine job descriptions, daily operations, and gaps in productivity to find creative ways to adapt/generate positions that will increase efficiency and match the abilities of a particular candidate/employee. A workplace analysis will help to create an environment to discuss all these items.

Job Carving

Job Modification

Job Sharing

INCLUSIVE WORKPLACE TRAINING



- Disability Etiquette
- Accessible Hiring
- Interview & Training Tips
- Accommodations
- Equitable Management
- Employee Retention and Development

DISABILITY ETIQUETTE



Person-First Language (PFL)

Puts the person before any reference is made to any disability. This language is meant to support the idea that a person is not defined by their disability. It acknowledges that human beings who have disabilities are people first.

Identity-First Language (IFL)

Acknowledges disability as part of what makes a person who they are. By using this language, disability isn't just a description or diagnosis; it is an identity that connects individuals to a community, a culture, and a history.





Barrier	Solution
Essential Job Functions	Inclusive Job-Descriptions
Education/Experience Requirements	Skill Matching/Customized Employment
Interviews	Interview Accommodations
Standardized Testing	Testing Accommodations
Lack of Flexible/PT Job Opportunities	Flexible Hours and Job-Sharing



ACCOMMODATION EXAMPLES



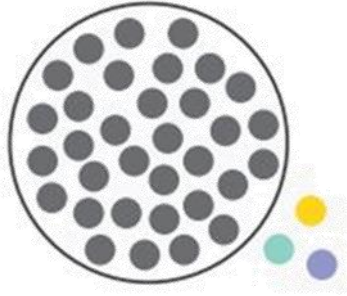
- Task Analysis
- Flow Chart
- Explainer Video
- Picture Schedule
- Labels
- Checklists
- Lanyards
- Cards in Pocket
- Life Sherpa app



INCLUSION IS OUR FINISHLINE.

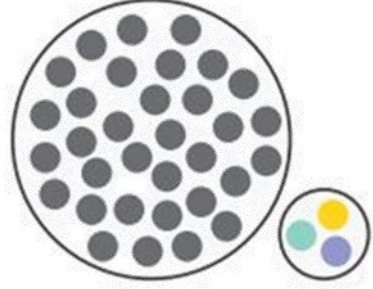


EXCLUSION



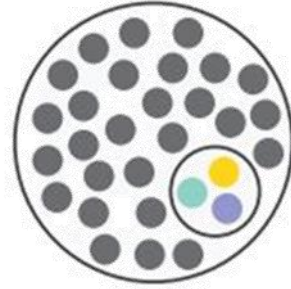
People with disabilities are directly or indirectly denied access to employment opportunities based on their disability status.

SEGREGATION



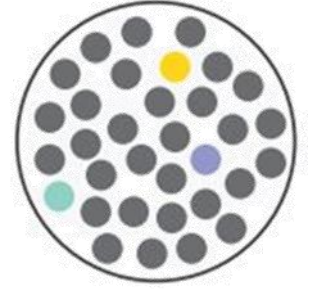
People with disabilities are provided employment opportunities in isolation from people without disabilities, often being paid sub-minimum wage.

INTEGRATION



People with disabilities are hired to work alongside employees without disabilities but require the support of outside agencies to adjust to the requirements of the job.

INCLUSION



Best practices moving forward are headed toward full inclusion.

People with and without disabilities working together with a natural support system in an environment that values people's unique strengths.





ACCENTURE: TOUR OF ACCESSIBILITY CENTER



BEST BUDDIES
Corporate Partnership





FACILITATED PEER-TO-PEER DISCUSSION



BEST BUDDIES
Corporate Partnership





CLOSING REMARKS



BEST BUDDIES
Corporate Partnership





Q+A



BEST BUDDIES
Corporate Partnership



BEST BUDDIES



BEST BUDDIES
Corporate Partnership



CONTACT:

LiseLozelle@BestBuddies.org

THANK YOU!



BESTBUDDIES.ORG