



BEST BUDDIES



2024 BEST BUDDIES
CORPORATE PARTNER SUMMIT



Brooke and Sami, Friendship Program Pair



Questions?
Scan here!



Welcome





MISSION MOMENT



Zach Smith

*Best Buddies Jobs Participant
GSIS Statistician, NFL*

Best Buddies in New York





Rhuneisha and Brody, Champion of the Year Candidates



Questions?
Scan here!



 **Keynote:**

Building Inclusive Culture





KEYNOTE SPEAKER



Questions?
Scan here!

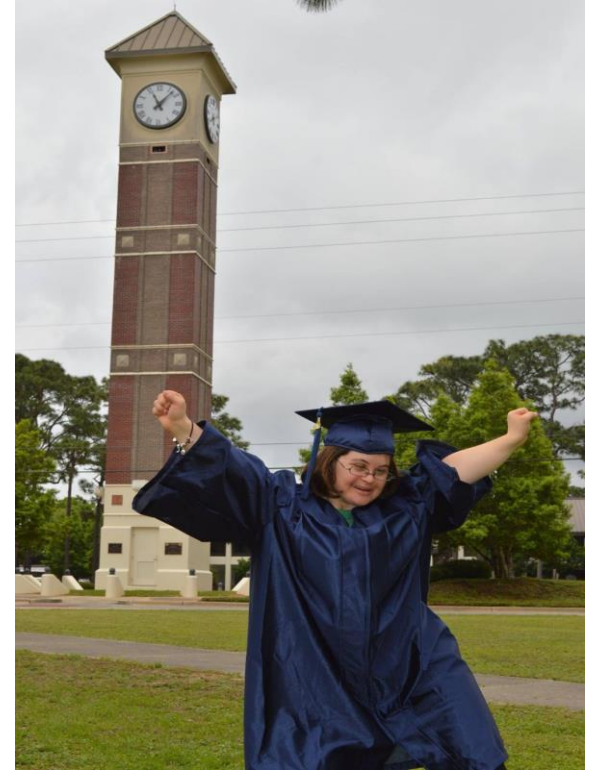
Charlotte Dales

Co-Founder & CEO

Inclusively

BEST BUDDIES®

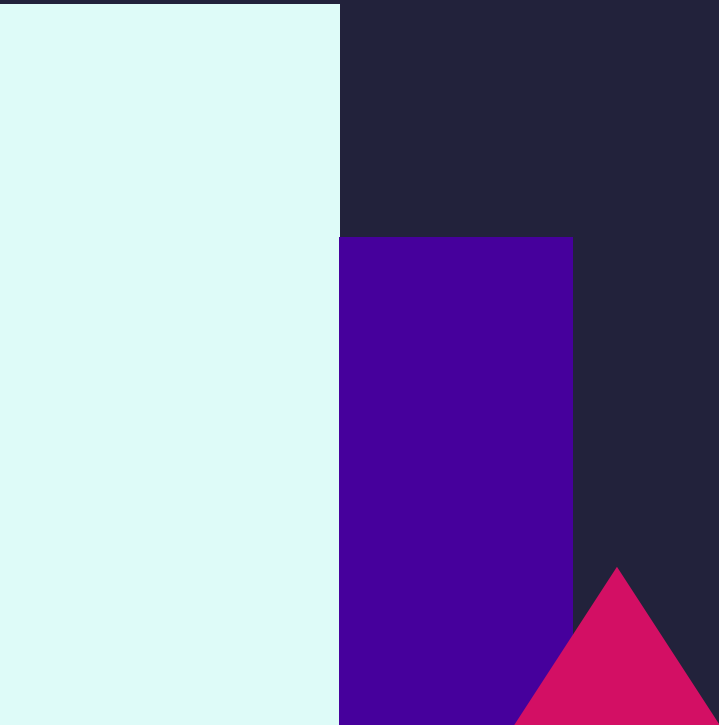








Our Learnings



The root cause



Companies

Do not always understand the full suite of offerings available to their employees or what they ought be offering their employees.



Employees

Don't always know what they are looking for. Even when they do, it can be difficult to access and often **requires disclosure of personal information.**



Outcome

This asymmetry of information means employees are not accessing the resources available resulting in low productivity, retention, and overall employee satisfaction.

The business case



Investments in employees go to waste

Companies invests in products, benefits and services for employees, but **30% of these investments go unutilized.**



Cost of Low Productivity, Retention & Talent Attraction

When employees needs are not met, the result is **\$1 trillion** spent a year in the US on low productivity and retention.



The workforce is shrinking

By 2030, we're expected to face a shortage of 85 million workers, costing the global economy \$8.5 trillion in unrealized revenue.

This next generation—Gen Z—is bringing the groundswell we need for full-blown system change.

58%

identified with having at least one disability with learning disabilities, mental health and neurodiversity being the majority.

60%

of those that identified with having at least one disability cited workplace accommodations as critical to their success

56%

of those who cited workplace accommodations as critical to success actually requested an accommodation

30%

of those who identified with having at least one disability were engineers and technology talent – our largest skills gap.

Our belief is that everyone is unique and will benefit from having access to the tools they can use to reach their full potential.

Every company should take a universal approach to supporting their employees.

Point of View

inclusively





Case Study

Salesforce faced challenges with their existing accommodations process, which was inefficient due to redundant interactions across multiple teams and a lack of a continuous feedback mechanism. They were looking for Inclusively to provide a streamlined, centralized solution that would improve efficiency, offer real-time insights into employee needs, and ensure that all employees—regardless of disclosed or undisclosed disabilities—could easily access the support necessary for their success.

53%

selected success enablers when the process was anonymous – industry average is 3–5%

38%

Conversion rate of employees who adopted the product in the first 30 days

40%

Came back to the platform to continue searching and discovering

19%

Of those that used the platform were in the sales organization (18% in technology)

Long Term Benefits

Solve business challenges today to drive bottom line benefits tomorrow **all rooted in a mission to create more inclusive cultures at scale.**

A universal approach enables companies to:



Future-proof their ability to attract and retain talent and the skills you need from this next generation of the workforce

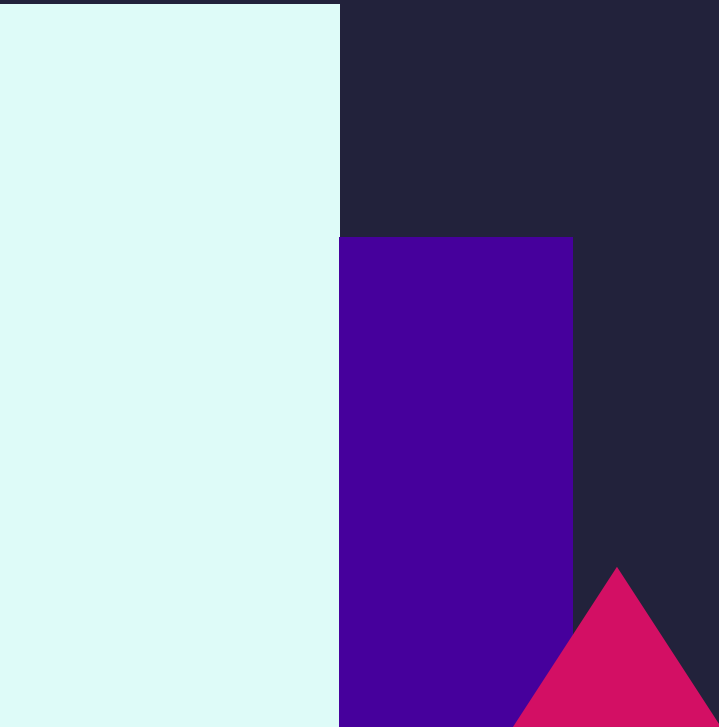


Leverage their existing investments already made to decrease cost associated with low productivity and retention. **Even marginal process improvements can save >\$5m per year.**



Accurately predict what employees will want in the future to optimize the investments made in benefits, products, services, etc.

Q&A





Advisory Board Members



Questions?
Scan here!



 i4cp:

Engaging Your Employees and Trends





SPEAKER



Questions?
Scan here!

Madeline Borkin

VP of Membership Development

i4cp

BEST BUDDIES®





Purpose-Driven Culture

**We discover the people practices
that drive high performance**

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



High Performance Defined

**Over a 5-year period*



**Revenue
Growth**



Market Share



Profitability



**Customer
satisfaction**

Our Research Focus

- What do high-performance organizations do differently?
- Do those practices correlate to market performance?

Best Practices ~~Next Practices~~

18x



Organizations with very healthy cultures are 18x more likely to hold leaders accountable for employee outcomes such as retention and development.

Culture Fitness

3x



High-performance organizations are 3x more likely to have managers who are effective at coaching individuals.

The Productivity Predicament

7.5x



High-performance organizations are 7.5x more likely to increase focus on talent mobility to accelerate a culture renovation.

*Culture Renovation**

4x



High-performance organizations are 4x more likely to have teams where members work together to reduce internal/external stresses.

The Team Network Effect™

i4cp defines next practices as specific human capital approaches that are highly correlated to market performance, but are used by relatively few companies to date.



i4cp Members

Partial List

Effective 10/2024



Research-Backed Truth: The Fitter the Culture, the Better the Performance



High-performance organizations are nearly

6x more likely

to have **healthy cultures** compared to low-performance organizations.

Culture impacts Productivity

Culture fitness
explained nearly

20% of the
variation

among organizations'
employee productivity.

Things Change Quickly

Two Decades Ago



A Decade Ago



Today



Does Culture Translate to Performance?



The Seven Habits of Very Healthy Culture

1. More flexible work arrangements
2. A learning mindset
3. Boards care about culture
4. Leaders lead by example
5. Leaders held accountable for employee outcomes
6. Leaders regularly communicate values
7. Poor behavior is addressed immediately



Healthy cultures excel in these core outcomes:

Fit cultures reported excellent (71-100) eNPS scores

9x more often than their unfit or toxic counterparts

4.5x

more likely to report an increase in employee engagement scores

2x

more likely to report increased employee productivity

4x

more likely to have experienced improved retention of existing employees

3x

more likely to report improved well-being

3x

more likely to report their ability to attract top talent

1.5x

more likely to report improved diversity/representation

Culture Measures

- Engagement
- Sentiment
- Employee NPS
- Employee referrals
- Collaboration
- Internal transfers
- Re-hires
- Hotline activity
- EAP usage
- Unwanted Attrition
- Wellness / Well-being



HYPOTHESIS:

How do high-performance organizations focus on broader holistic well-being?

N=577

Majority are

larger companies



47%

Global or
Multi-national

Featuring
Interviews
with:

Genentech



Nationwide

facebook

Humana



Microsoft

What's The Difference?

Wellness

Generally a more limited definition that is typically confined to:

- Physical health
- Mental/emotional health

Well-being

More expansive definitions include:

- Physical and mental/emotional health

Plus...

- Financial
- Social
- Career
- Community
- Other

This is what is called...

HOLISTIC

Well-being

More expansive definitions include:

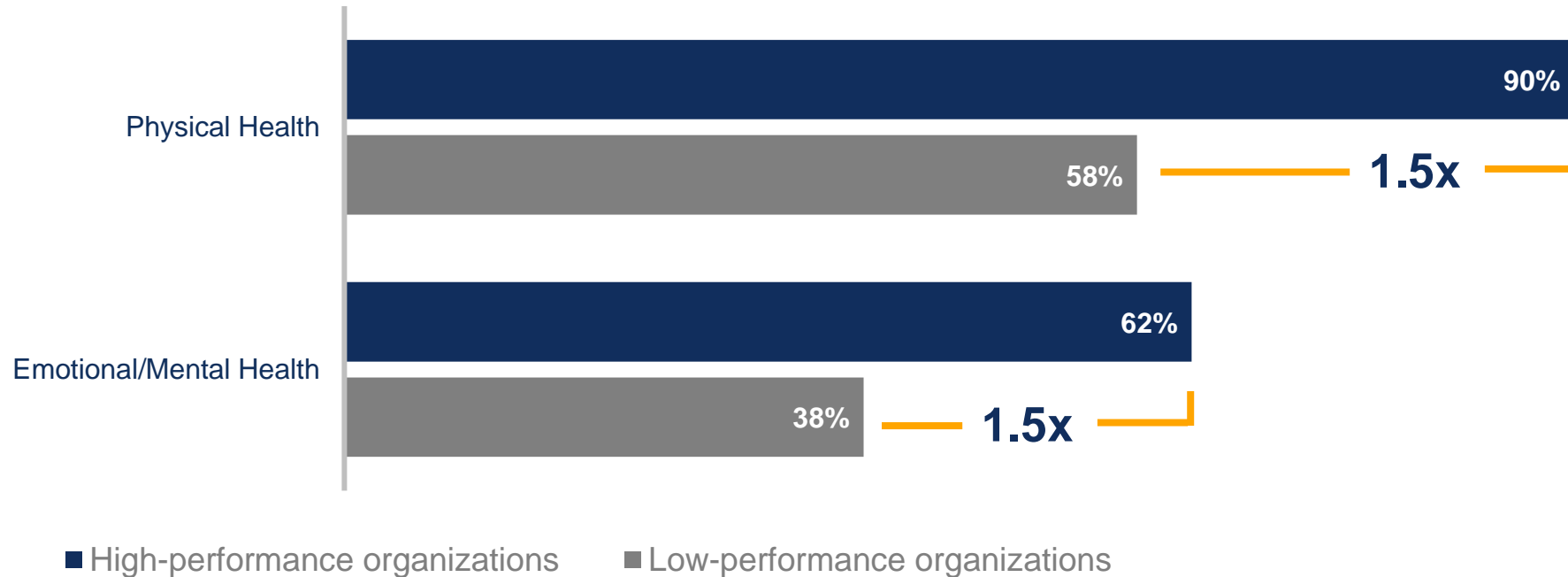
- Physical and mental/emotional health

Plus...

- Financial
- Social
- Career
- Community
- Other

While **86%** reported having wellness programs...

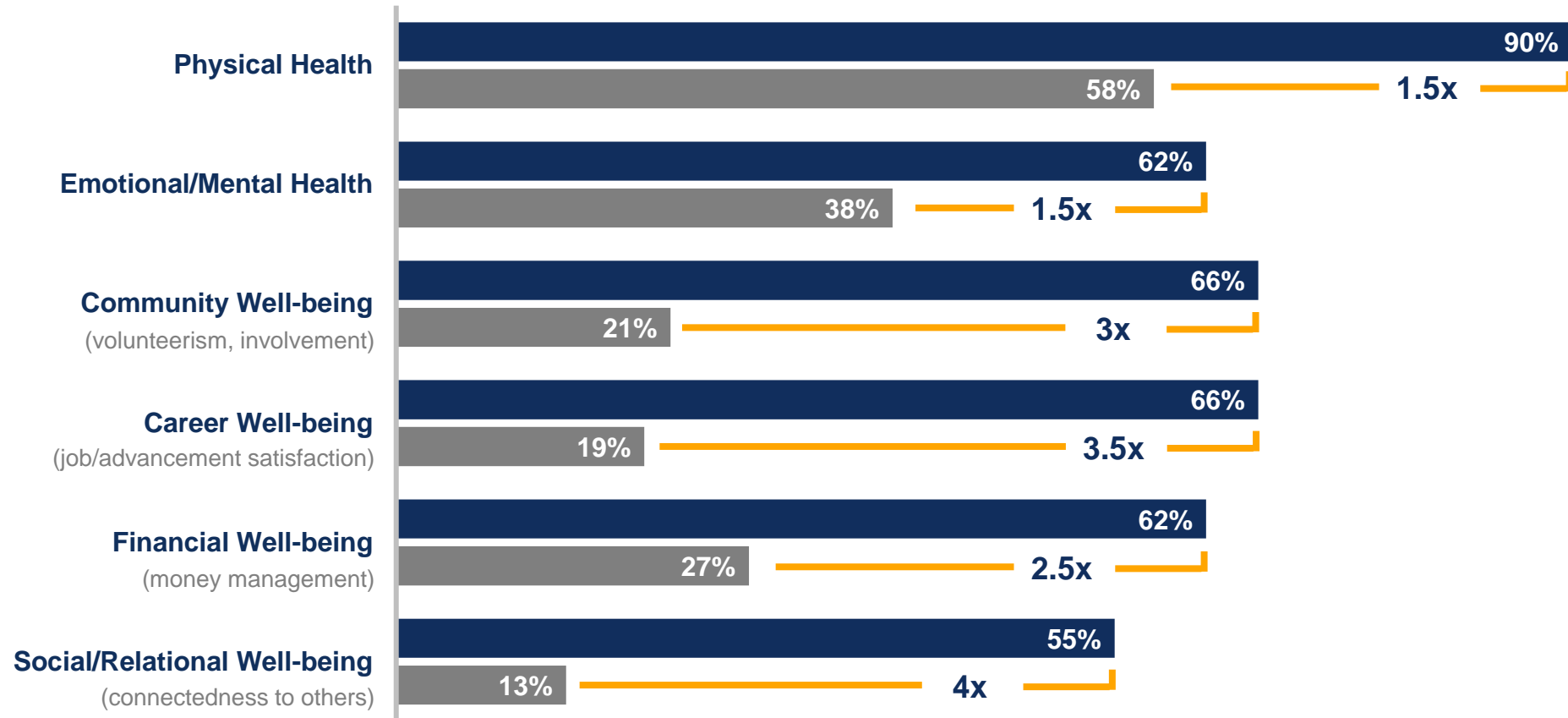
HPO's significantly outdistance lower performers in providing both physical and emotional/mental types of wellness



Organizations indicating high/very high extent with 1,000+ employees.
Source: Institute for Corporate Productivity (i4cp).

Holistic well-being is a high-performance hallmark.

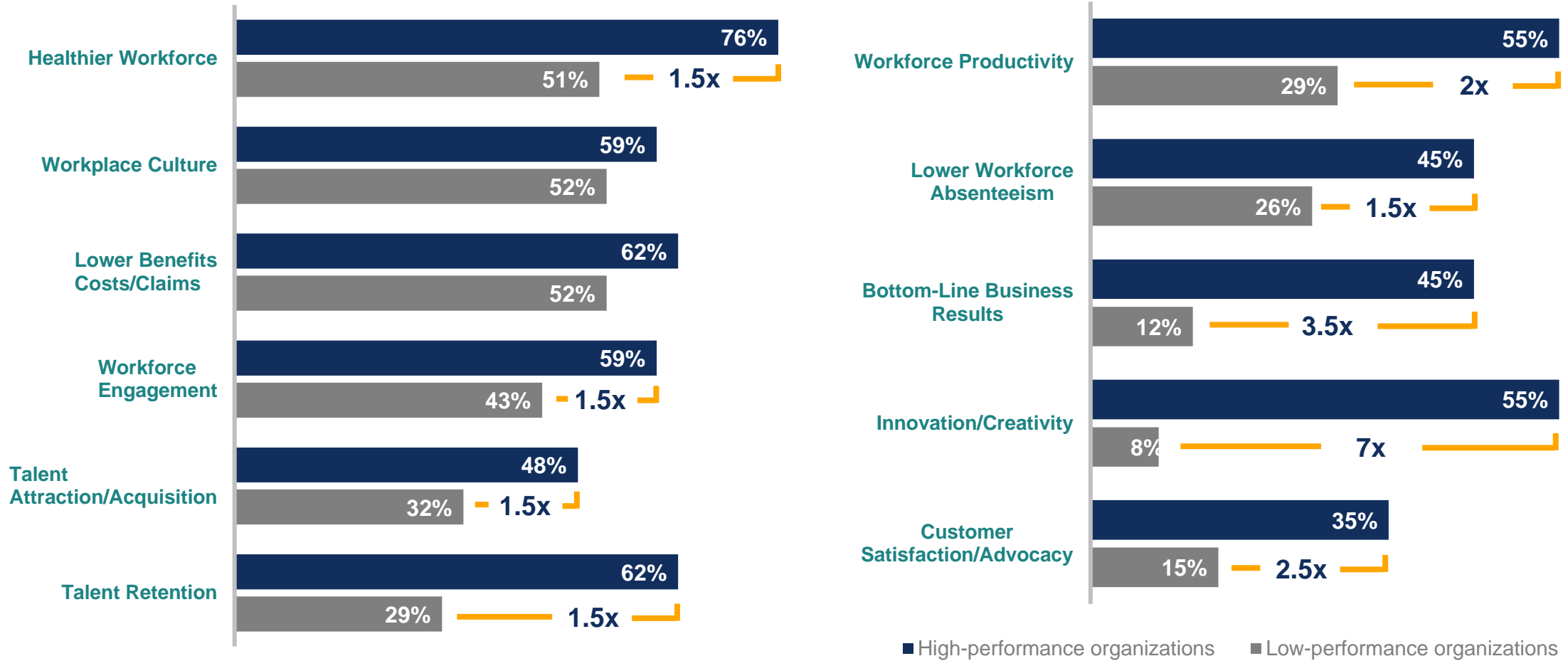
Having all six types of well-being programs is strongly correlated to better market performance and higher levels of workforce well-being



■ High-performance organizations ■ Low-performance organizations

Organizations indicating high/very high extent with 1,000+ employees.
Source: Institute for Corporate Productivity (i4cp).

Business-boosting Returns on Well-being Investments



Organizations indicating high/very high extent with 1,000+ employees.
 Source: Institute for Corporate Productivity (i4cp).

High-performance organizations are **3x more likely** to:

- Use performance discussions to illuminate well-being issues
- Recognize employee well-being achievements
- Use well-being programs in talent acquisition and retention strategies



Measuring Employee Well-Being



Most Popular Measures

1. Program-specific metrics
2. Health insurance costs/claims
3. Employee engagement/sentiment surveys

Most impactful well-being measures used by companies reporting better market performance and higher levels of workforce well-being:

1. Workers' perception of inclusion or belonging with the organization
2. Employee engagement/sentiment surveys
3. Changes in business measures
4. Program evaluations/feedback
5. Reported complaints of unethical or counter cultural behavior by employees

Source: How Does Your Organization Measure Well-Being, Institute for Corporate Productivity (i4cp).

Measuring Employee Well-Being



Most Popular Measures

1. Employee engagement/sentiment surveys
2. Use of physical and mental/emotional health benefits
3. Healthcare costs/trends

Most impactful employee well-being measures used by companies reporting better market performance and higher levels of workforce well-being:

1. Employee participation in social activities
2. Employee participation in community programs and volunteerism
3. Utilization of well-being benefits other than physical or mental/emotional health benefits

Source: How Does Your Organization Measure Well-Being, Institute for Corporate Productivity (i4cp).

Harnessing the social factor

High-performance organizations recognize that the power of effective well-being programs resides in the strength of networks and relationships.

Our analysis of the data found that high-performance organizations are:

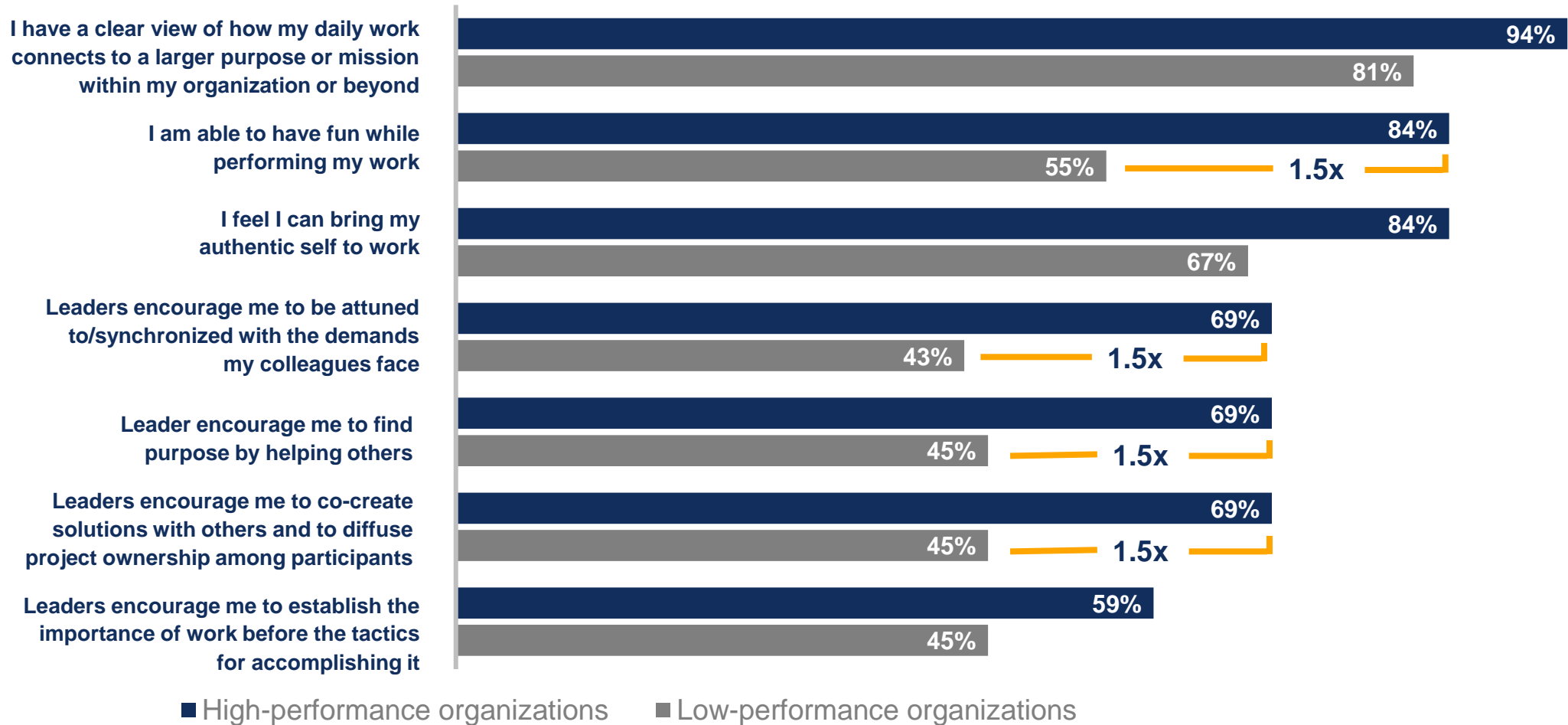
4x more likely to emphasize social well-being

3x more likely to emphasize community well-being

3x more likely to have online social communities related to well-being

2x more likely to design well-being programs to leverage collaboration

How People Say They Gain a Sense of Purpose at Work



Organizations indicating high/very high extent with 1,000+ employees.
 Source: Institute for Corporate Productivity (i4cp).



The Rewards of Investing in Volunteerism

- **Futurelab:** Genentech's science education program to inspire the next generation of scientists.
- Diverse communities benefit from Genentech's activities

HR is increasingly involved in designing and implementing ESG strategies.

87.8%

of organizations with dedicated ESG teams include HR as part of that team.

Organizations that have made major progress on ESG commitments often have HR highly involved in:

79%

**Social
Goals**

29%

**Governance
Goals**

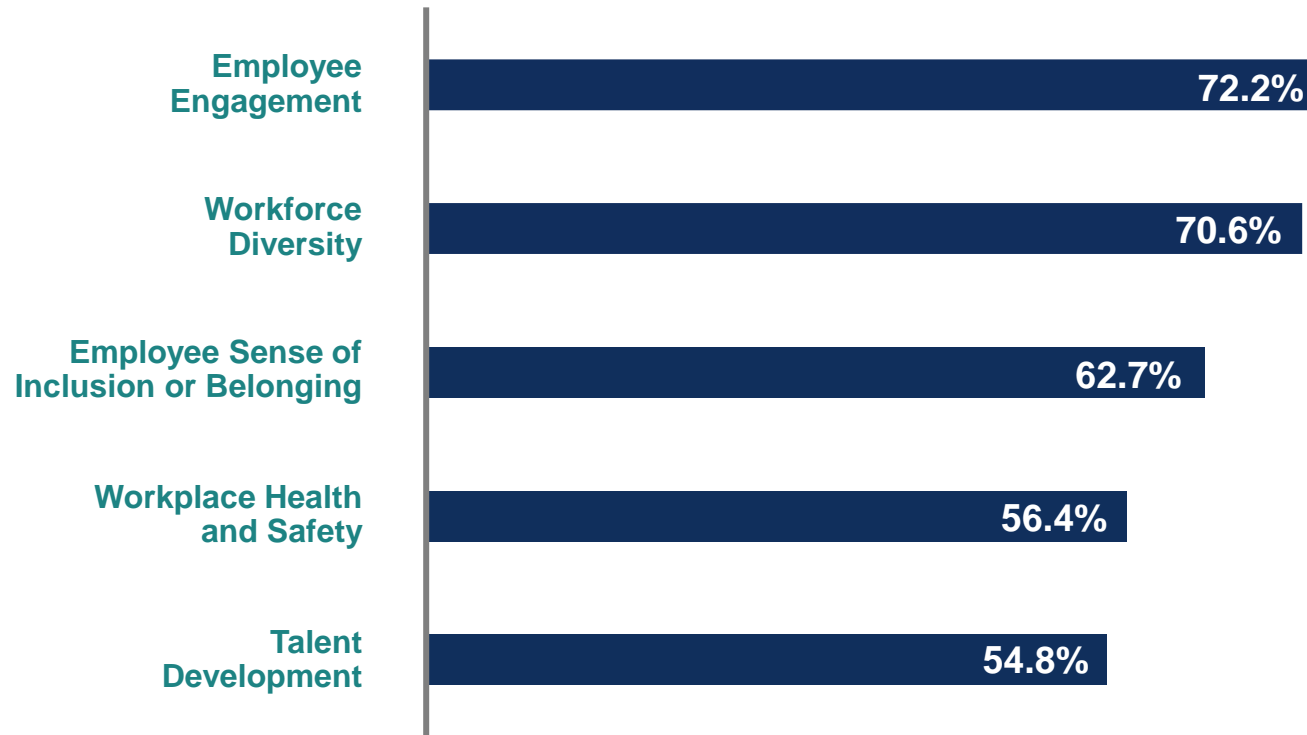
18%

**Environment
Goals**

Source: *HR's Role in ESG Survey*, Institute for Corporate Productivity (i4cp).

ESG and Workforce Strategy

HR's involvement in ESG is crucial for embedding these goals into talent practices and tracking outcomes. Organizations that integrate ESG goals into their workforce strategies are more likely to report significant progress.



Culture Types

Over the years, i4cp's research has consistently identified the ten most prevalent organizational culture types. They are:

- Performance
- Agile
- Collaborative
- Inclusive
- Innovative
- Learning
- Health/Safety
- Customer-focused
- Quality
- Purpose/Mission

Ten Common Culture Types, and Associated Leader and Employee Traits



| Leader Traits | Employee Traits |
|-------------------------------------|--------------------------------|
| Goal Oriented, Relentless | Merit Based, Competitive |
| Boundaryless, Visionary | Flexible, Multi Talented |
| Facilitative, Transparent | Open Minded, Team Oriented |
| Sincere, Cooperative | Diverse, Relationship Focused |
| Entrepreneurial, Resourceful | Creative, Persistent |
| Intellectually Curious, Open Minded | Compliant, Risk Averse |
| Procedural, Structured | Relationship Driven, Proactive |
| Systems Oriented, Objective | Accountable, Caring |
| Altruistic, Philanthropical | Compassionate, Unselfish |

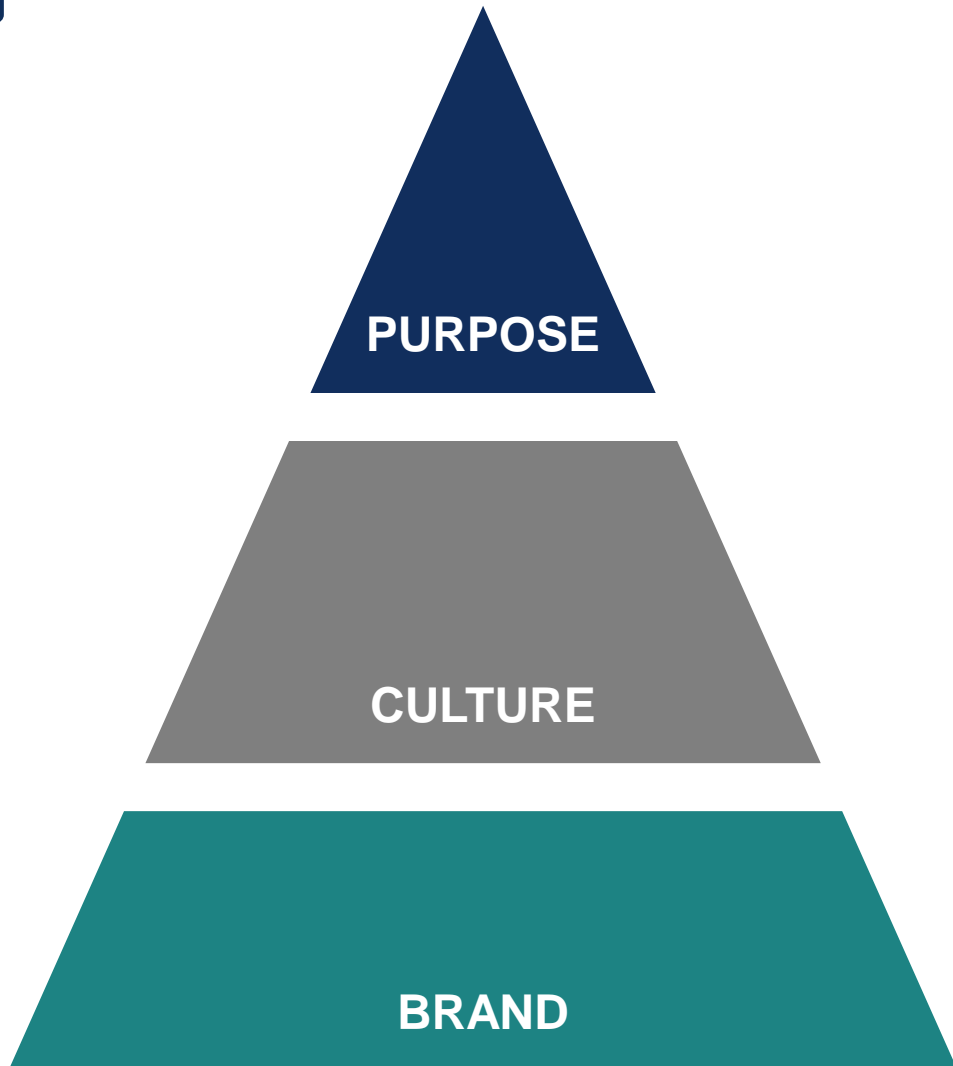
These are aggregate findings and not limited to 1,000+. Source: Institute for Corporate Productivity (i4cp). *Culture Renovation*, 2023

Download
Measuring and Managing: The New Corporate Currency

Link here:



The New Corporate Currency



85%

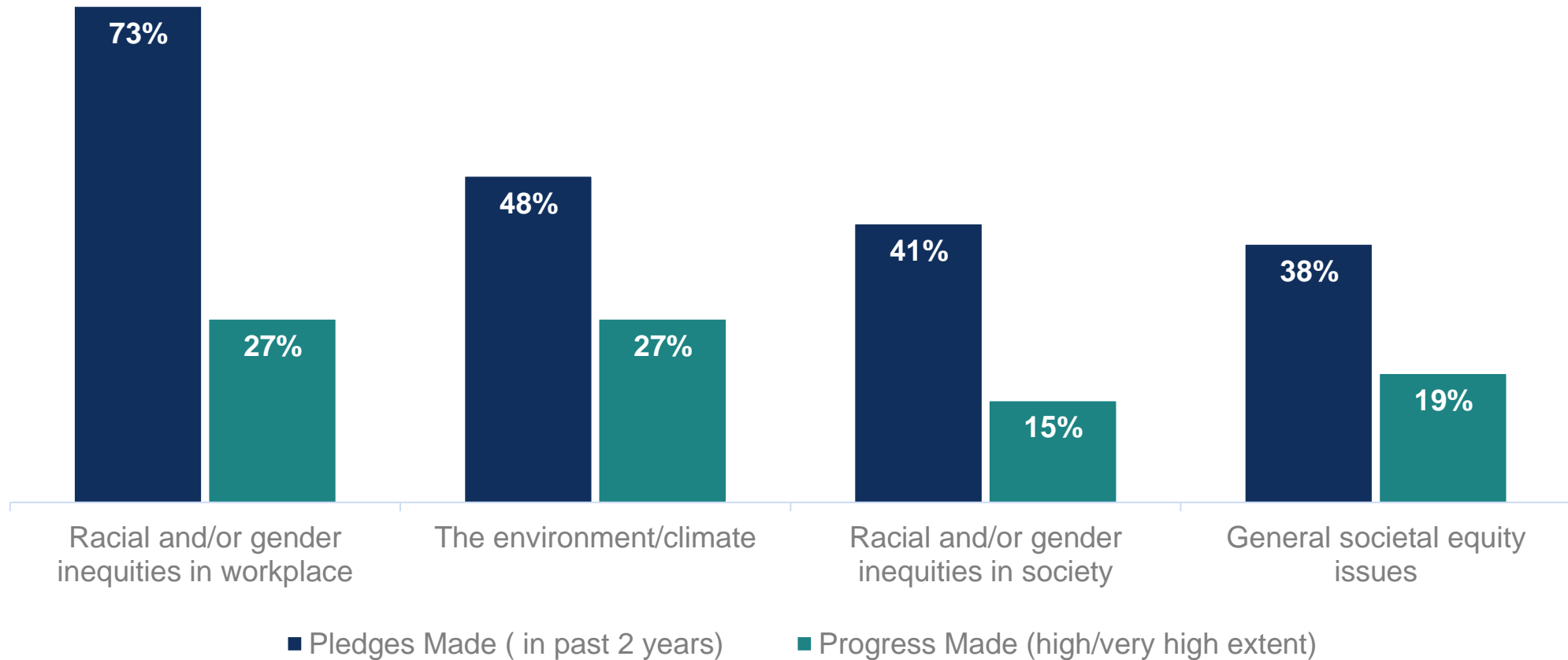
of a company's value is in intangible assets.

Factors such as:

- Innovation
- Culture
- Trust
- Brand
- Talent—things typically considered soft

are now core to many company's valuations.

ESG



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

The New Corporate Currency

PURPOSE

Purpose: Why your organization does what it does—aims to connect to the heads and hearts of its key stakeholders, in particular those it seeks to attract and retain.

- “This organization cares about its impact on society as well as making money”
- “I believe what this organization does is important and meaningful”.

CULTURE

Culture: What people experience working at your firm—what is done, condoned, rewarded, encouraged, and penalized in the organization.

- Retention rate of critical talent
- Employee sentiment (survey data, stay interviews, etc.)
- Inclusion index (e.g., % of successor candidates selected from under-represented groups)
- Strength of employer brand

BRAND

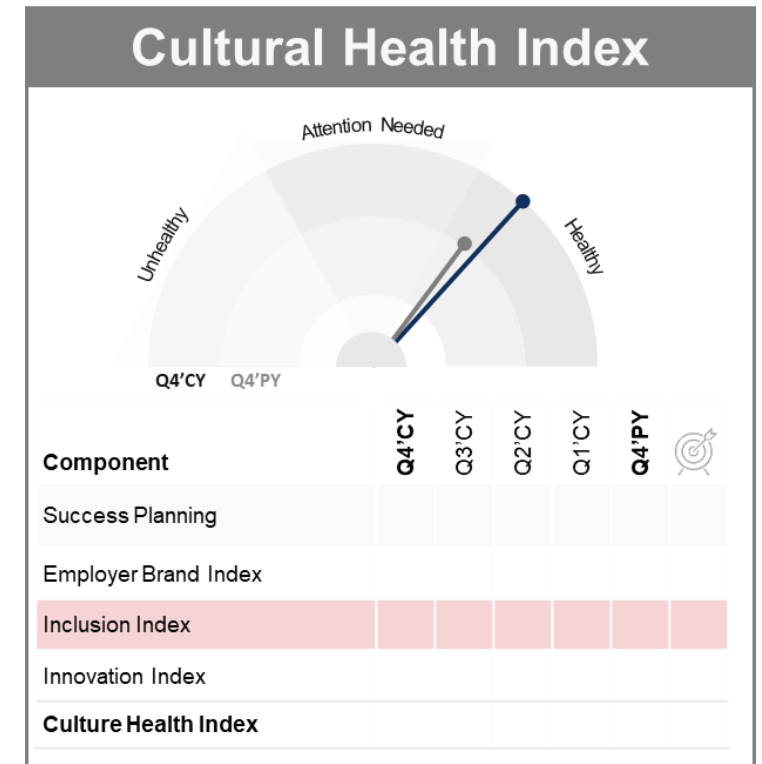
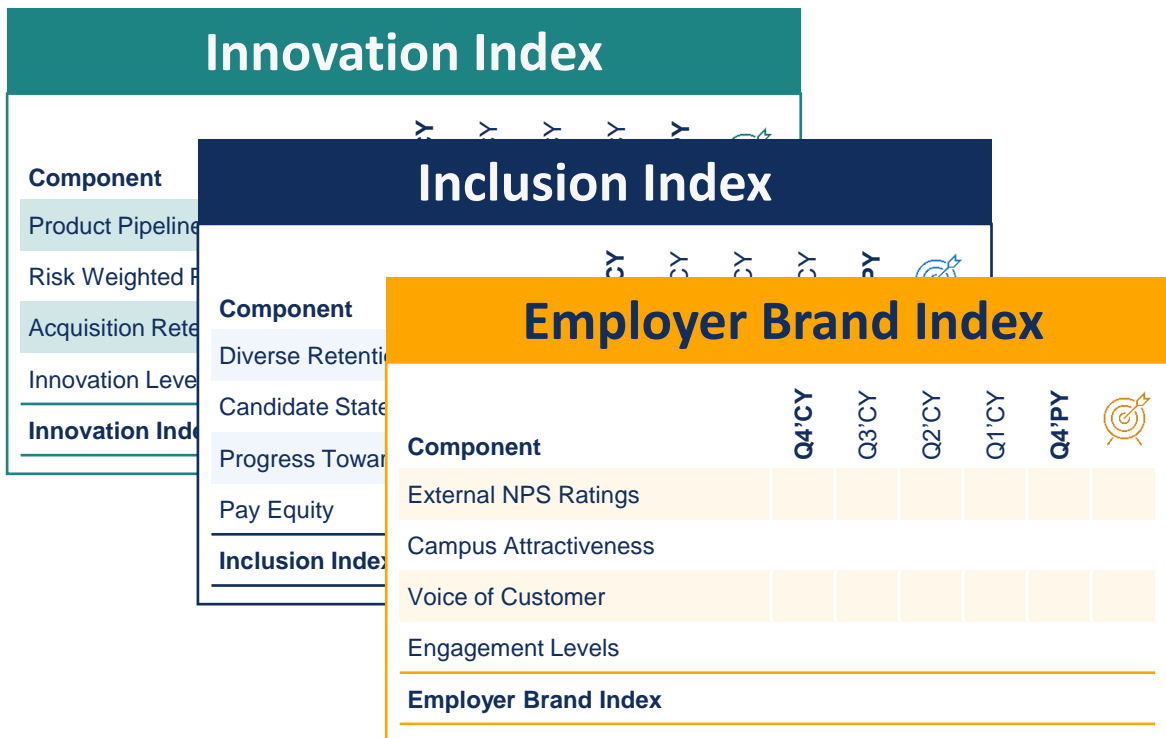
Brand: How your organization is viewed and perceived—as a place to work, a provider of products and services, an investment vehicle, and a steward of the environments in which it operates

- Customer Net Promoter Score (NPS)
- Employee advocacy score (e.g., employee Net Promoter Score)
- Social media sentiment (e.g., Glassdoor CEO ratings, sentiment shared on Facebook or LinkedIn)

Culture Health Index



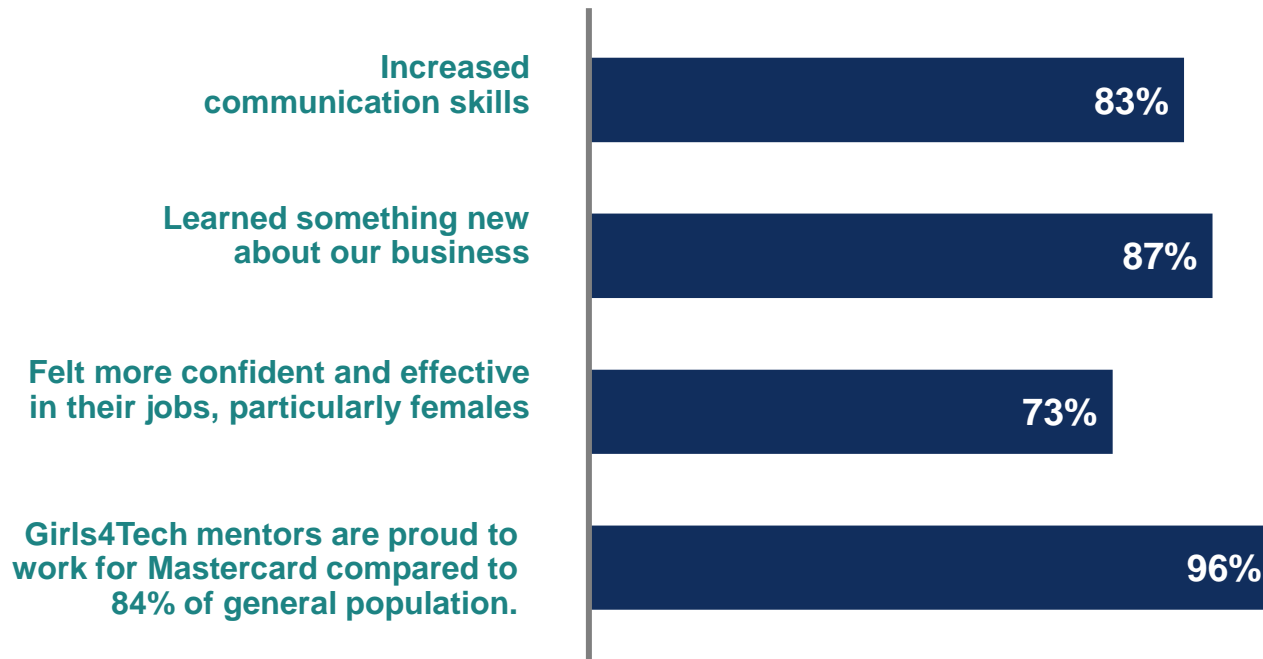
MasterCard identified three dimensions to measure cultural health through these future looking best practices: Innovation, Inclusion, and Employer Brand. When these indices are aggregated and incorporate the retention statistics of our succession plans, we can provide an objective, outcome-based view into the cultural trends that impact our organization.



Purpose and playing a role in society at Mastercard



Mastercard Impact increases job satisfaction and skill building:



87%

of employees equate volunteerism with their job satisfaction



Mastercard provides a number of opportunities for employees to support communities and charities through our employee giving program.

More than 3,000 employees supported more than 2,200 charities through monetary donations or by contributing nearly 70,000 volunteer hours to support these charities.

Employees Volunteer Hours
70,000

Grant Amounts
\$150,000

Matching Gift Amounts
\$2,625,000

Mastercard Matching Contributions
\$3,000,000

Data is based on Dec 2018

Kaiser Permanente Tools

What is community well-being

Health is partly determined by the community conditions in which people live, work, and play. Housing, food, income/jobs, education, and other conditions, known as the social drivers (or determinant of health), account for nearly 50% of health outcomes. Individuals with high levels of community well-being like where they live; they feel safe and have pride in their community.

Why is community well-being important to an employer?

- **Community leadership:** By building opportunities for collaboration and strategic partnerships, an employer can increase its presence in the market and be a leader in its community.
- **Branding & Loyalty:** Employers can increase their brand awareness and reputation through community investments. This, in turn, improves recruitment, retention, and customer loyalty.
- **Employee Engagement:** One of the greatest benefits of a community involvement or corporate social responsibility program is that it allows companies to engage their employees on a variety of different levels, which ultimately drives overall engagement in your company.

Why is community well-being important to an employee?

- **Employee satisfaction:** Being involved in efforts to improve the community may allow employees to interact with one another, have a sense of fulfillment, and feel that they are in safe and appealing place for themselves and their families.
- **Stronger connection to colleagues:** Volunteering at work gives you a chance to collaborate with colleagues. Teaming up to give back is a powerful way to strengthen relationships.
- **Stronger connection to the employer:** Employees believe that companies who sponsor volunteer activities offer a better overall working environment than those who do not.

Kaiser Permanente Tools

What can employers do to help promote community well-being at the workplace?

Three key questions will help employers identify opportunities to address community well-being:

- 1. What are the passions and values of leadership within the organization?**
- 2. What is the organization good at? What are the core competencies, capabilities, resources, etc?**
- 3. What areas of the local community need investment? How can the employer find out this information?**



Kaiser Permanente Tools

Though many employers address community well-being through their corporate social responsibility (CSR), sustainability, or Environmental, Social, and Corporate Governance (ESG) initiatives, there are a variety of ways to promote community well-being. To identify and implement a community well-being strategy, employers should:

- **Assess.** Identify the most important priorities or issues for their consumers, employees, and communities. Examples include obesity, violence/injury prevention, food, housing, social connection, transportation access, oral health, and education.
- **Plan.** Create social impact goals that align with their business strategy and reflect on the high-impact opportunities unique to their business. Include representatives from various company departments (e.g., Human Resources, Public or Government Relations, Sustainability, Philanthropy/Development, etc.) when working to identify an opportunity. Engage community members in the planning process to ensure that what is implemented reflects community need.
- **Engage.** Launch strategies and programs with robust communication plans and champions.
- **Measure.** Impact and report the outcomes.

Kaiser Permanente Tools

COMMUNITY WELL-BEING INITIATIVES BY LEVEL OF EFFORT

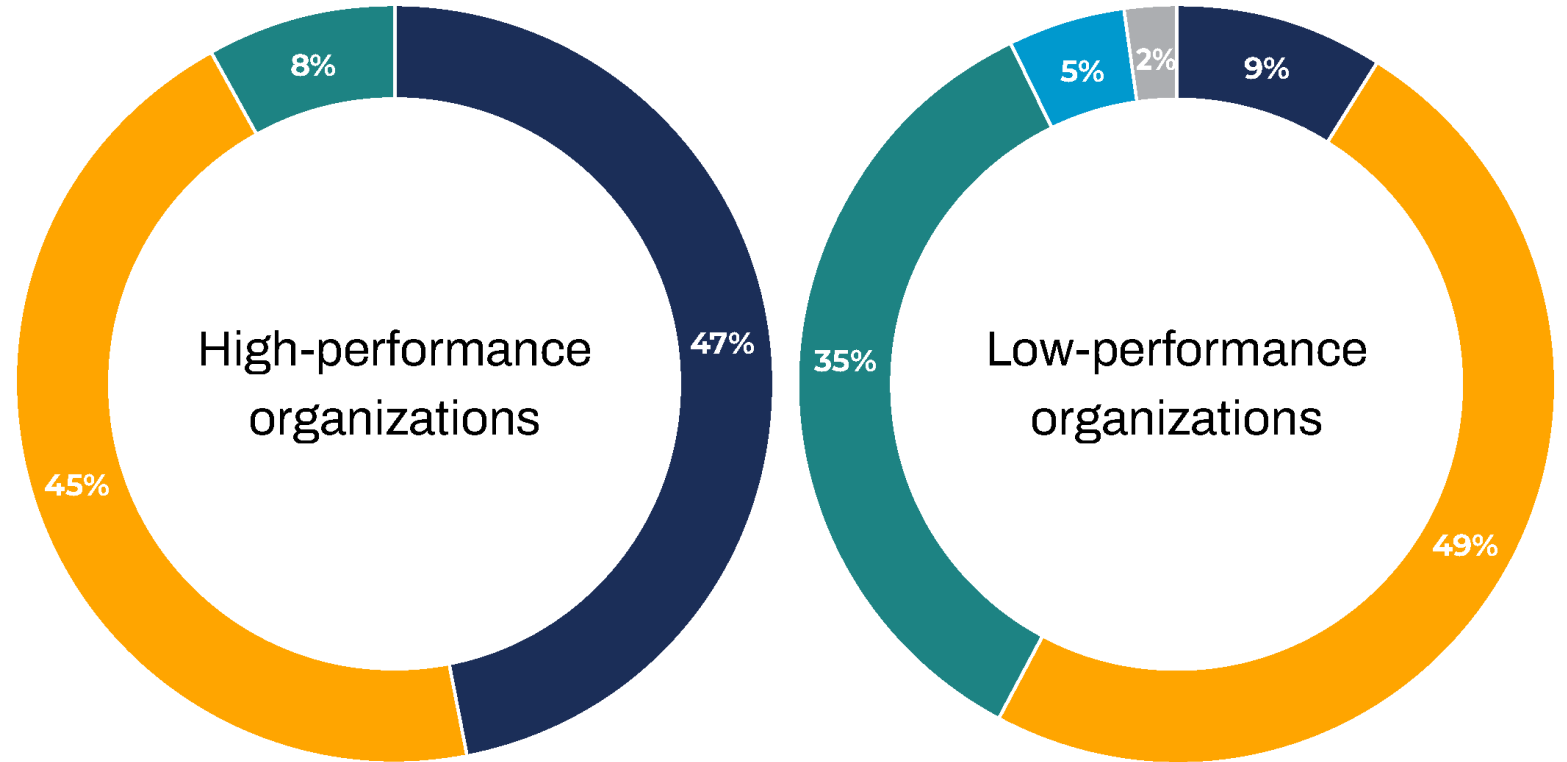
| TOPIC AREA | DESCRIPTION | LOW | MEDIUM | HIGH |
|--|--|---|--|---|
| Volunteerism/ Service | Donate labor and/or material goods for community services | <ul style="list-style-type: none"> Organize one-time or ongoing service projects Organize collection drives | <ul style="list-style-type: none"> Provide free services (donating time, supplies, funding, and other support) to small businesses | <ul style="list-style-type: none"> Allow protected staff time for ongoing service activities |
| Corporate Social Responsibility | Manage the negative and/or extend the positive impact that the employer's organization has on the social, cultural, and economic environment | <ul style="list-style-type: none"> Employee volunteer clean-up projects in local areas Participate in local recruitment events, job training, and student internship programs | <ul style="list-style-type: none"> Establish an ambitious environmental sustainability program Launch an initiative alone or through a partnership | <ul style="list-style-type: none"> Adopt locally targeted and inclusive hiring practices or supply chain responsibility practices Advocate for policies |
| Philanthropy & Community Partnerships | Establish local grantmaking or partnership building to improve community well-being | <ul style="list-style-type: none"> Join community boards Participate in community events or local city initiatives Establish charitable match giving programs | <ul style="list-style-type: none"> Engage community members & agencies to better understand community needs Provide small grants, technical assistance, or other support as needed | <ul style="list-style-type: none"> Provide large scale community investment to improve health including: housing, economic opportunity, food security, and other social drivers of health. |

State of Culture Health Today

The current state of culture health

Very healthy Somewhat healthy Somewhat toxic Very toxic Don't know

High-performance respondents are more than 5X as likely to indicate that they have a very healthy culture than low-performance respondents.



Data represents those from organizations employing >1,000 people.
Source: *The Future-Ready Culture* (2024), Institute for Corporate Productivity (i4cp).

Core Principles of Future-Ready Cultures

- 1. Employee-Focused:** Employee growth, well-being, and engagement are core to being employee-focused. These cultures grow and engage their workforce by being learning centered, inclusive, caring, and safety conscious.
- 2. Mission-Driven:** North star clarity on mission and purpose of work creates a non-political, results driven workforce that is purpose and mission-driven, customer-centric, performance oriented, and quality-focused.
- 3. Change-Ready:** Fluidity of mindset and collaboration enables a workforce that embraces change and innovation, and as a result is creative, collaborative, and—most critical to a future-ready culture—agile.

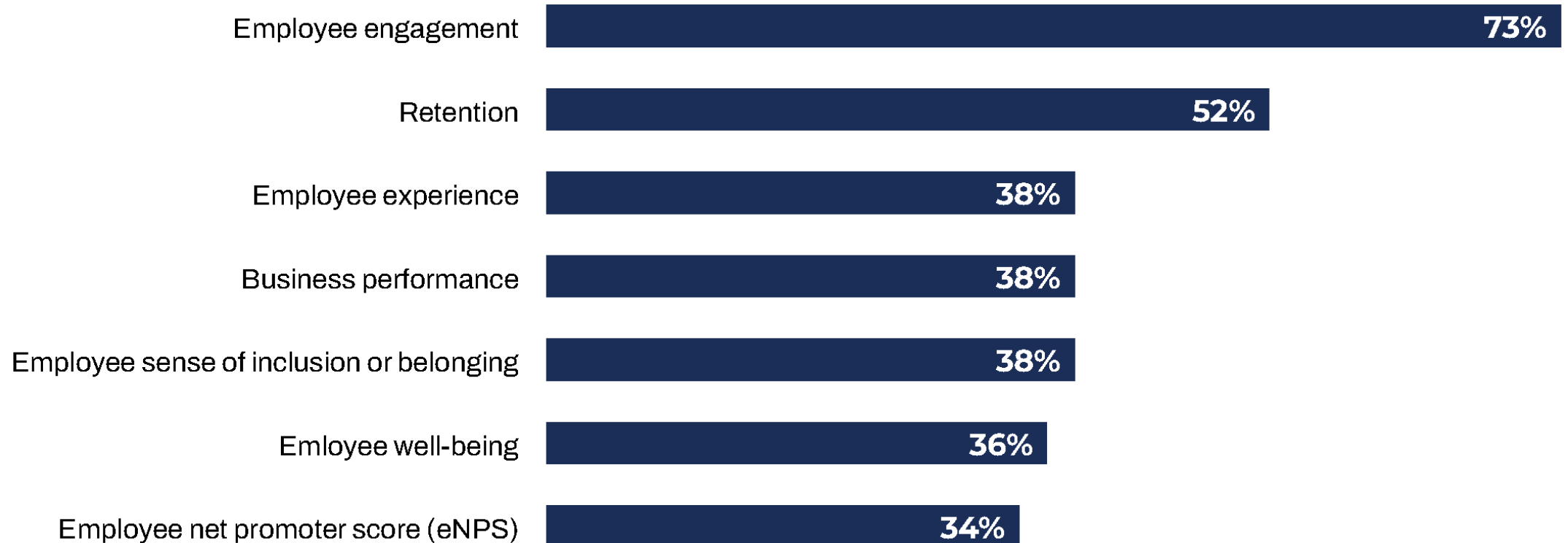
Metrics that Matter to Future-Ready Organizations

- Companies with future-ready workforces tend to use more insightful metrics.
- To assess the health of their culture vs. very toxic cultures, they are more likely to use:

| Metric | Frequency (very healthy over very toxic) |
|----------------------|---|
| Innovation | 5.4X |
| Healthcare Costs | 4.2X |
| Employee Well-Being | 4.0X |
| Candidate Experience | 3.3X |
| Inclusion/Belonging | 3.1X |
| Employee Referrals | 2.8X |
| Internal Mobility | 1.9X |

How to Measure Culture Health

Most commonly used metrics to assess culture health



Data represents those from organizations employing >1,000 people.

Source: *The Future-Ready Culture* (2024), Institute for Corporate Productivity (i4cp).



i4CP

&

BEST BUDDIES





Kenny, Friendship Program Participant



Questions?
Scan here!



Break/Networking

BEST BUDDIES





Bank of America Friendship Program Participants



Questions?
Scan here!



Partner Spotlight:

Bank of America



Best Buddies Delaware – Bank of America Chapter

Mission Goals:



- Empower the special abilities of people with Intellectual and Developmental Disabilities (IDD) by helping them form meaningful friendships with their peers, improve public speaking, self-advocacy and communication skills, and feel valued by society
- Increase awareness throughout the bank on what the Best Buddies program is all about
- Reduce our waiting list to 0%

Additional Information

- Bank employees are matched in a one-to-one mentorship with a Support Services employee who has an intellectual or developmental disability (IDD)
- Our Bank of America Best Buddies corporate chapter is the largest chapter in the US!
- Our program started with five (5) buddy pairs in 2010 and are now up to 64+ buddy pairs and consider ourselves one big, happy family! We have members who have been matched anywhere from 1 year to 14 years!!
- Majority of our members are DE bank employees (some have retired/left the company) but continue to remain in the program. The bank is very generous in supporting volunteerism for all employees, which is one of the reasons we are so successful.
- The bank chapter participates in various events both internally and externally. Events include things such as karaoke, bingo, annual Fall Fest, annual holiday mall outing, miniature golf, bowling, and Blue Rocks games.



Krista & Debbie



Bank of America Chapter - 2023 Fall Fest



Danielle & Margaret



Best Buddies Delaware – Bank of America Chapter

2023 Annual Mall Event – Group pic w/Santa



2022 Champion of the Year



Annual Friendship Walk – Peeps With A Purpose!



Mike with his two buddies!



Friend a Thon - We Raised \$2,285!!!!!!



Annual Buddy Ball Dance



Best Buddies Delaware – Bank of America Chapter

Goals

- To get our waiting list to ZERO and to spread more awareness throughout the company

Participants

- 132 active participants in our BofA Chapter

Key Events

- Longwood Gardens, Fall Fest, Friend-A-Thon (new), Friendship Walk, Happy Hours, Karaoke, Bingo, Dances, Annual Holiday Mall Outing, Bi-Monthly Luncheons, Miniature Golf, Bowling, Blue Rocks games and several other events

Grants

- BofA has given back **\$95,750** in grants over the past 8 years through BofA's grant program
- Recently the BofA grant program changed - we now get a \$500 grant for 50 volunteer hours and a \$1,000 grant for 100 volunteer hours (max 2 grants/year)

Volunteerism

- Each year our volunteer hours increase as we continue to add events for our members
- Krista & Danielle have volunteered a combined total of ~5,565 hours over the past 13 years, all contributed to Best Buddies! 2024 hours not yet included.
- Hosted over 135+ BofA sponsored events over the past 14 years – that's a minimum of 10 events per year.

Recognition

- Two years in a row, BofA won 'Top Fundraising Corporate Team' for the annual DE Friendship Walk
- Krista & Danielle were nominated and won the BofA Global Volunteer Award through our BofA Global Volunteer Recognition Program for our participation with Best Buddies



Best Buddies Delaware – Bank of America Chapter

Matches & Waiting List

- Interview each candidate – buddies and citizens
- Match based on similarities and strive to get within close proximity of their home addresses
- 64 current matches
- 14 on waiting list

Challenges

- Funding
- Transportation
- Spreading the word to get more coworkers involved

What Makes Us Successful

- Ongoing dedication to the organization
- On site presence with our Support Services department
- Ongoing support from the management team in Support Services
- Taking the time to get to know our buddies and those interested in the program
- Our citizens getting involved and really getting to a personal level with their buddy – work, family, personal issues – they get involved!
- We are two people managing this entire program with the help of many members that love the program just as much as we do. Without their help, we wouldn't be as successful.
- Present on calls such as the Disability Action Network (DAN) New Member call to promote our internal program
- A new participant joined our program and within one month he was top fundraiser for the Friendship Walk – AND took on a second buddy! WOW!
- People retire/leave company and remain in program
- To us, it's no longer an obligation, we've become more of a family (Lawrence's)





Best Buddies Event **Volunteers**



Questions?
Scan here!



Creating Corporate Culture, ERGs, and How you Engage Your Employees

BEST BUDDIES



PANELISTS



Sarah Cline

*Global Workplace I&D Lead,
Corporate Services & Sustainability*

Accenture



Kerry Lynch

Account Director

JLL



Stephanie McCoy

*Talent Acquisition Technology,
Analytics, and Operations
Sr. Specialist*

Match Group



Joanna Rice

*SVP, Global Head of
Social Impact*

Match Group



Courtney and Jody, Friendship Program Pair



Questions?
Scan here!



Best Buddies:

Global Impact



PRESENTERS



David Quilleon

*SVP, Global Mission, State
Development & Operations*

Best Buddies International



Stephanie Moore

*VP, State Operations &
Mission Advancement*

Best Buddies International



Best Buddies Ambassador **Katie**
with NFL legend and Best Buddies
Global Ambassador **Tom Brady**

BESTBUDDIES®

Best Buddies is the largest organization dedicated to ending the social, physical, and economic isolation of the 200 million people worldwide with intellectual and developmental disabilities (IDD). Our programs empower people with IDD to form meaningful friendships with their peers, secure jobs improve communication and advocacy skills, and live independently, while also offering support for their families.

Key Mission Pillars



One-To-One Friendships

Builds friendships between people with and without IDD, offering social mentoring while improving the quality of life and level of inclusion for a population that is often isolated and excluded.



Integrated Employment

Secures jobs for people with IDD, empowering them to earn an income, pay taxes, and independently support themselves through their professional accomplishments.



Leadership Development

Educates and empowers people with and without IDD to become leaders, public speakers, and advocates.



Inclusive Living

Provides an integrated experience in which people with and without IDD are active, contributing citizens – living independently in a dynamic environment where they can learn, grow, and thrive.



Family Support

Provides families access to individual connections and community resources that assist them on their journey of supporting a family member with IDD.



BEST BUDDIES®



Opportunities for all phases of life
For individuals with IDD





Who We Serve

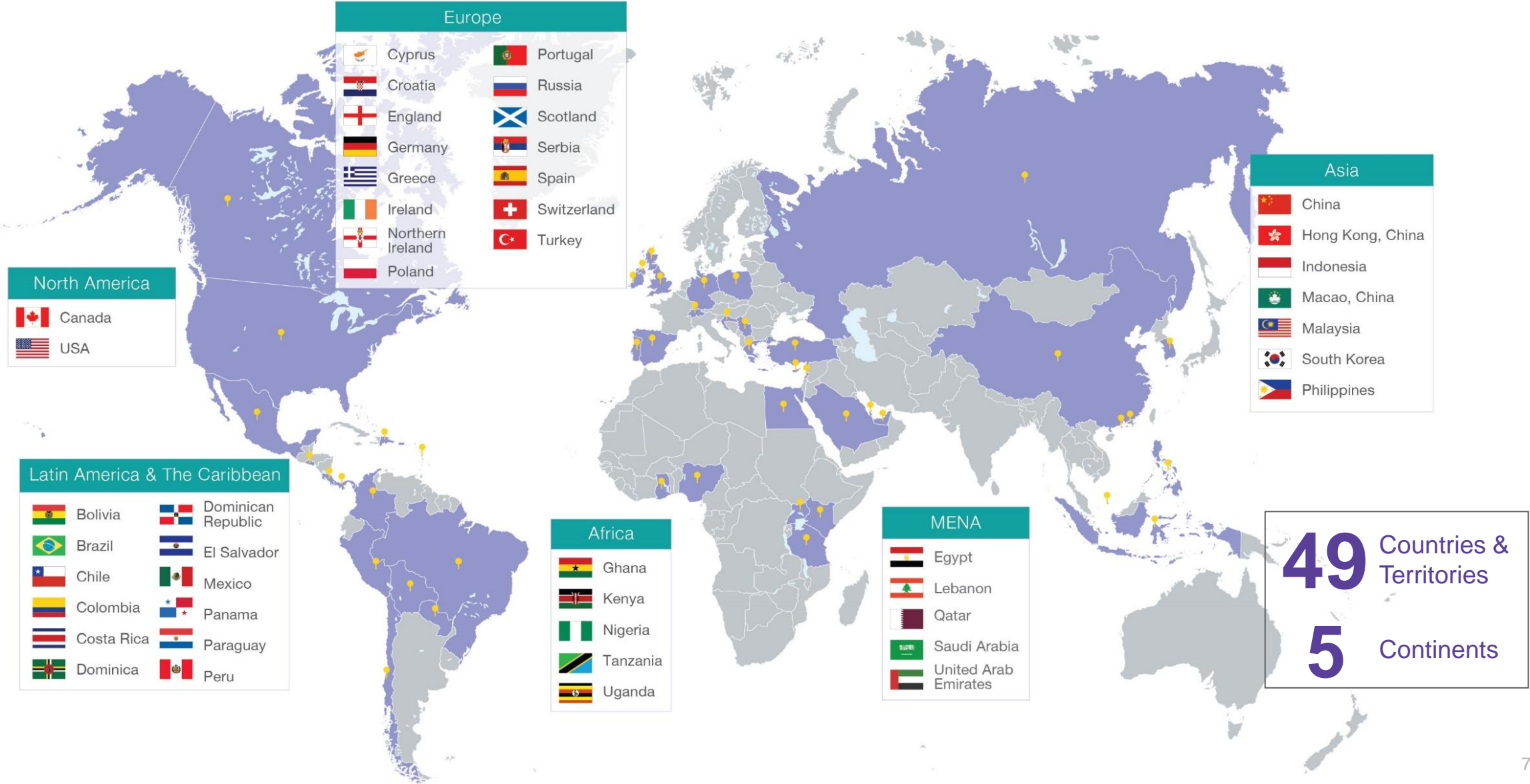
Best Buddies serves individuals with IDD and their families. The IDD community includes but is not limited to, people with Down syndrome, autism, Fragile X, Williams syndrome, and other undiagnosed disabilities.



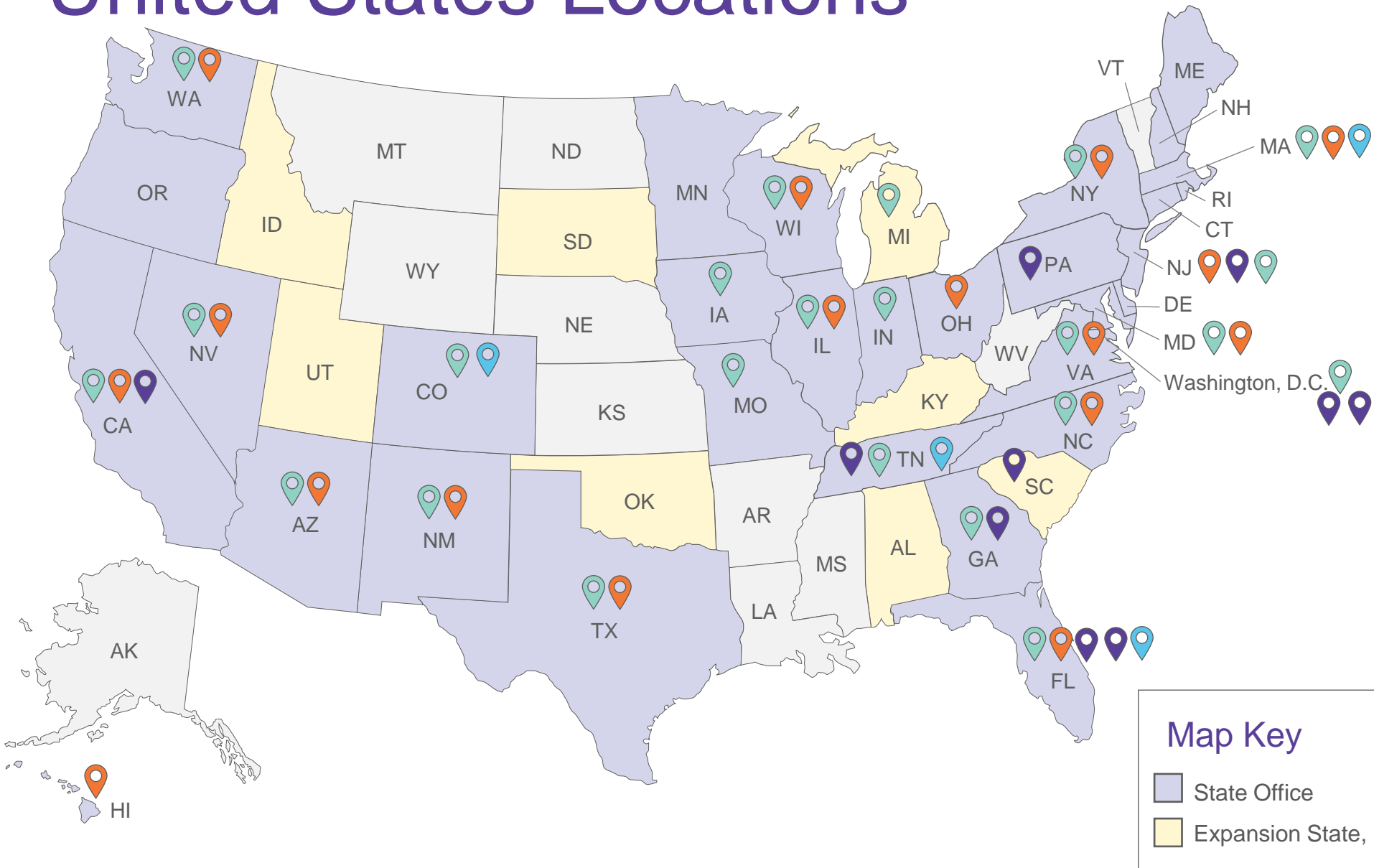
Myles, Best Buddies Ambassador

If you've met
ONE
person with IDD,
you've met
ONE
person with IDD!

Best Buddies Around The World



United States Locations





Over 142,106 participants impacting 1,420,106 individuals around the Globe!

Joe and Harri, Friendship program participants



One-To-One Friendship

Builds friendships between people with and without IDD, offering social mentoring while improving the quality of life and level of inclusion for a population that is often isolated and excluded.

BEST BUDDIES Elementary Schools, Middle Schools, High Schools, Colleges, & Citizens

Creates an inclusive community for students and adults with IDD, helping them become socially integrated with their peers at every age.

e-BUDDIES

Provides opportunities for participants with and without IDD to form virtual one-to-one friendships, create connections in the e-Buddies social platform, and attend social events online.



One-to-One Friendship Program Stats



2,864

Total Chapters

111
Elementary Schools

555
Middle Schools

1,681
High Schools

517
Colleges

120,385

Total Participants

103,062
School Participants

11,965
Citizens Participants

5,358
e-Buddies Participants

Anthony K. Shriver, Peter Cancro, and Best Buddies participants at Jersey Mikes Subs



Integrated Employment

Secures jobs for people with IDD, empowering them to earn an income, pay taxes, and independently support themselves through their professional accomplishments.

BEST BUDDIES Jobs

Matches skilled, qualified individuals with IDD with businesses seeking enthusiastic and 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.

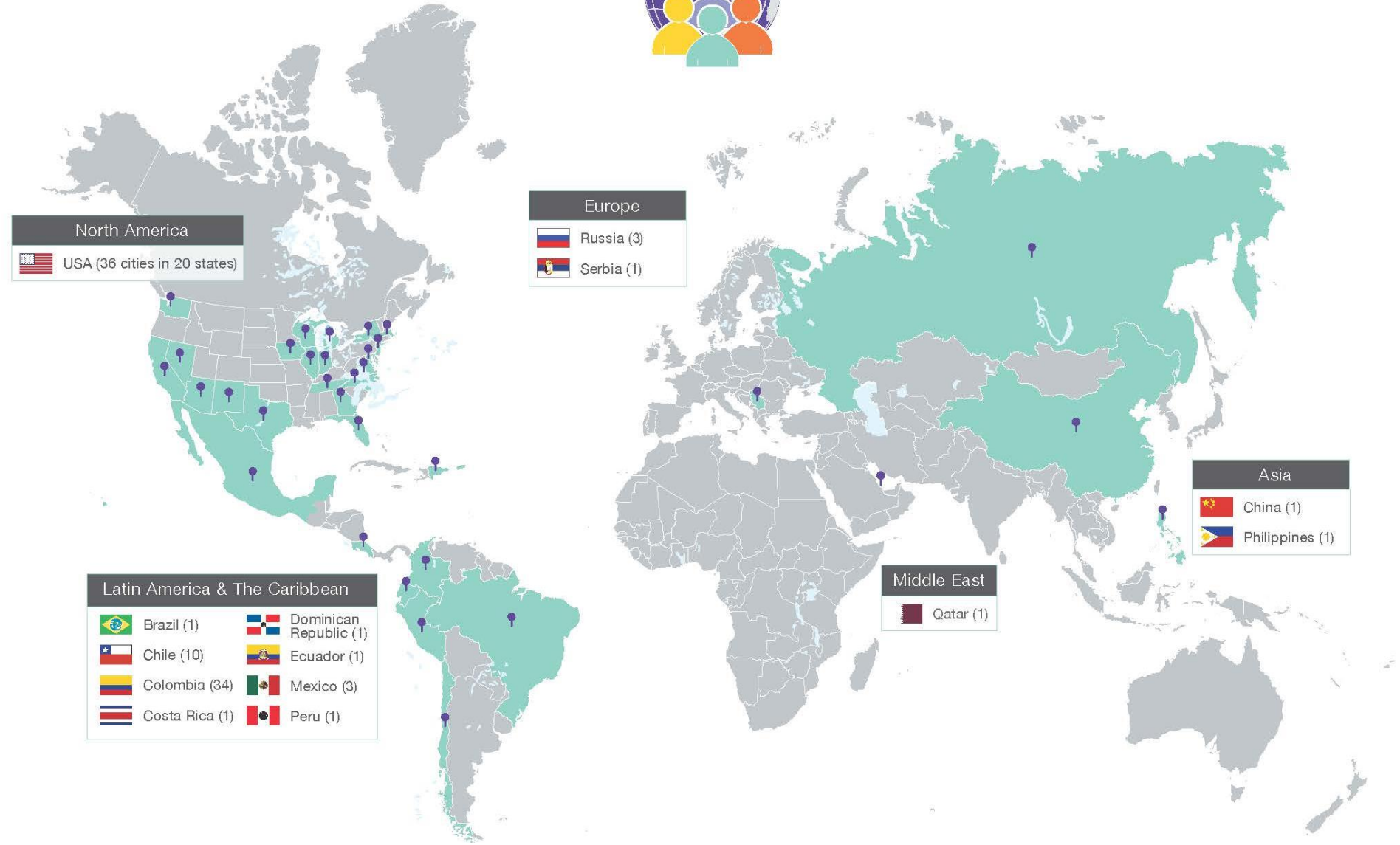
Approximately 83% of adults (18+) with developmental disabilities are unemployed. Best Buddies Jobs program helps full-time employed participants potentially earn over \$1 million over 30 years, contributing \$250k in taxes instead of relying on \$750k in Federal SSI and Medicaid support.

BESTBUDDIES.JOBS Around the World

14 Countries*



95 Cities*



Supported Employment Program Stats



2,182

participants working their dream jobs



1,002

participants seeking meaningful employment



20.40

average hours worked, weekly (US)



1,359

employer locations across the globe



87%

retention rate maintained

How It Works

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



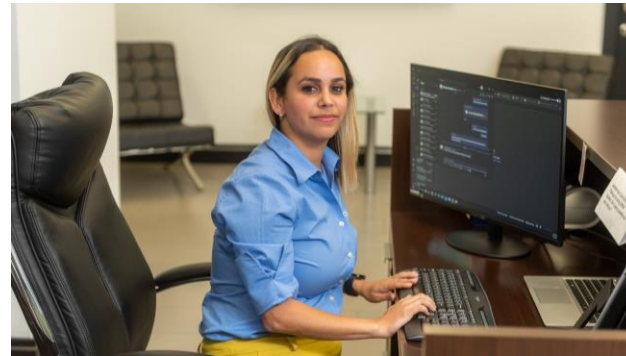
Independent



Evan, Supported Employment
Program Participant



accenture



Employment Opportunities across various industries

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

Employer Partners



SUN COMMUNITIES, INC.



Makayla, Best Buddies Ambassador



Leadership Development

Educates and empowers people with and without IDD to become leaders, public speakers, and advocates.

BEST BUDDIES Ambassadors

Offers people with and without IDD the opportunity to gain the public speaking skills, self-esteem, and confidence needed to successfully advocate for themselves, their peers, and Best Buddies in communities and workplaces.

BEST BUDDIES Promoters

Empowers youth to become advocates for people with IDD and helps chapters organize special events that promote inclusion and bring awareness to the disability rights movement.

BEST BUDDIES Transitions

Offers a combination of classroom-based training, experiential learning, and corporate mentorship to help students with IDD explore post-secondary options, prepare for independent living, and identify career ambitions.



Leadership Development Program Stats



2,280

Ambassadors
Participants

15,428

Promoters Participants
In 861 Schools

794

Transitions
Participants

39

YLC Participants
300 since inception

Nicole and AnnCatherine, Best Buddies Living residents



Inclusive Living

Provides an integrated experience in which people with and without IDD are active, contributing citizens – living independently in a dynamic environment where they can learn, grow, and thrive.

BEST BUDDIES Living

Offers individuals with and without IDD an opportunity to live together in a vibrant, educational community that supports all residents in advancing their employment, financial literacy, continued education, and life skills as they work to achieve their personal goals.

Key Support Areas



Money Management



Independent Living Skills



Healthy Relationships



Health and Wellness



Social skills

Inclusive Living Program Stats



10
Residences

Georgetown University
(Washington, D.C.)

Union Market
(Washington, D.C.)

University of Miami
(Miami, FL)

University of Florida
(Gainesville, FL)

UCLA
(Los Angeles, CA)

Georgia Tech
(Atlanta, GA)

Pennsylvania State University
(State College, PA)

Rutgers University
(New Brunswick, NJ)

Vanderbilt University
(Nashville, TN)

Clemson University
(Clemson, SC)



Caroline, Lili, and David, Eunie's Buddies participants



Family Support

Provides families access to individual connections and community resources that assist them on their journey of supporting a family member with IDD.

Eunie's BUDDIES

Connects families who are expecting or have a young child with IDD to experienced parents of a child with IDD, encouraging a genuine relationship rooted in mentorship, resource-sharing, and guidance.

“ A program like Eunie's Buddies can be a lifeline for parents of children with IDD, offering a space to be vulnerable and connect with another parent who truly understands and welcomes you with open arms.”

- Camille Costa, Mother and Mentor



Family Support Program Stats



4

Eunie's Buddies Program Locations

- Miami, FL
- Nashville, TN
- Denver, CO
- Boston, MA

Eunie's **BUDDIES**

Connects families who are expecting or have a young child with IDD to experienced parents of a child with IDD, encouraging a genuine relationship rooted in mentorship, resource-sharing, and guidance.



Best Buddies Friendship and Leadership Development Program Participants

Expansion



Madison, Best Buddies Global Ambassador



Questions?
Scan here!



Reception





BEST BUDDIES®



2024 BEST BUDDIES
CORPORATE PARTNER SUMMIT



Fred, Supported Employment Program Participant



Questions?
Scan here!



Inclusion and Recruiting:

How to Recruit Talent with IDD around the World, Trends, and Fostering an Inclusive Workplace



PANELISTS



Emily Raich

*Deputy Director, Job Development
Best Buddies Jobs*

Best Buddies International



Emily Schmidt

*Senior Account Executive
Upper Mid Market Community
Engagement*

Lead Access Indeed IBRG

Indeed



Horace Porrás

Managing Director

HR International
Excellence/RBL Group



MISSION MOMENT



Questions?
Scan here!



Rachel Barcellona

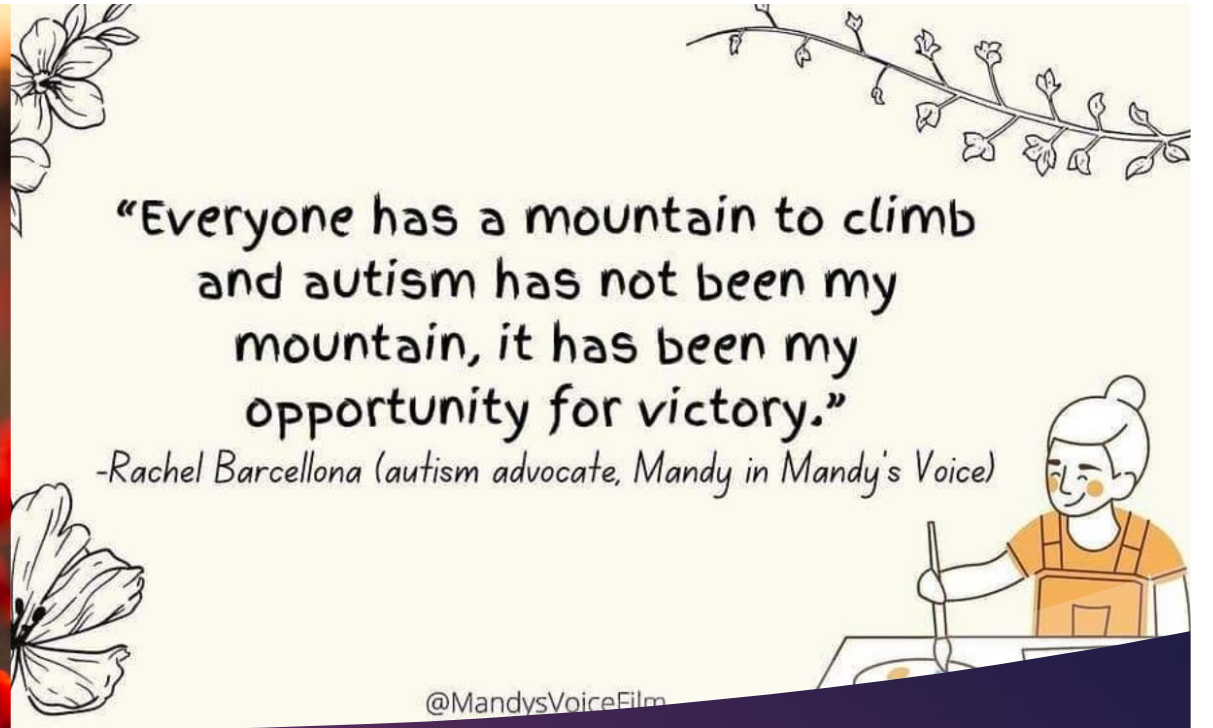
Best Buddies in New York

BEST BUDDIES





My name is Rachel Barcellona, and I was diagnosed with Autism when I was 3 years old. I wasn't able to speak for a while, but after going through a lot of therapy I found my voice.



**Therapy?... It's like
magic!**

Or is it?...

- ▶ There are many therapies that got me where I am today, such as speech and language, physical, occupational, and music therapy.

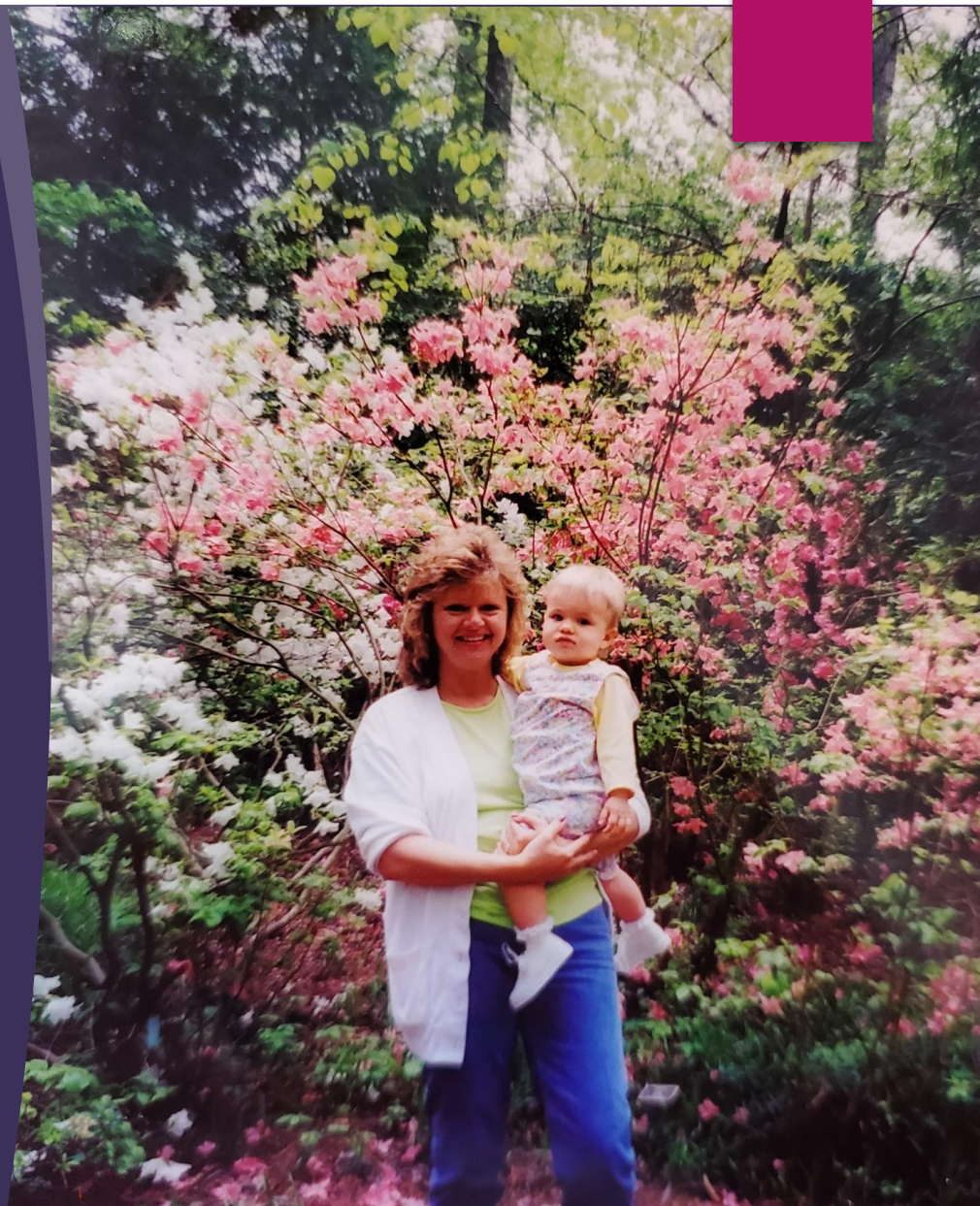
Doing the Work



As a child, I hated fire drills, but listening to opera tapes for about three hours a day, and over time, loud noises didn't bother me anymore.

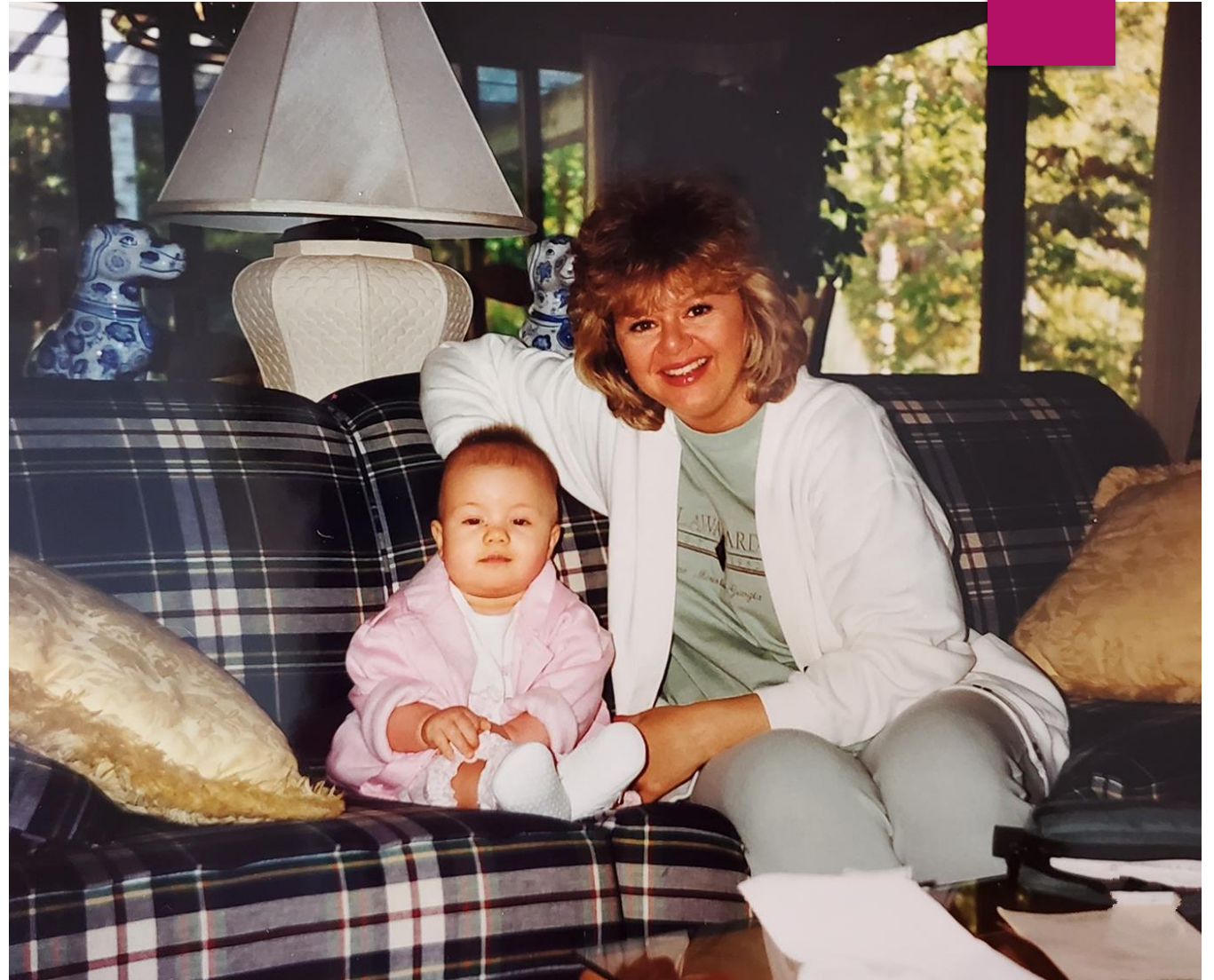


However, my mom can't hear anything! A good therapy for her is just having her hearing aids with her so she knows what's going on, so she knows that everyone is safe, etc.



Tons of different disabilities!

- ▶ As I mentioned before, I had trouble speaking, and I had other different disabilities too. I remember being able to read a lot of words really fast; but I couldn't find the meaning.
- ▶ Speech and language therapy helped me grasp those meanings.



Autism Services vs. The People

It's also worth mentioning that a lot of people in both communities can't afford these therapies, so there are many things you can do at home.

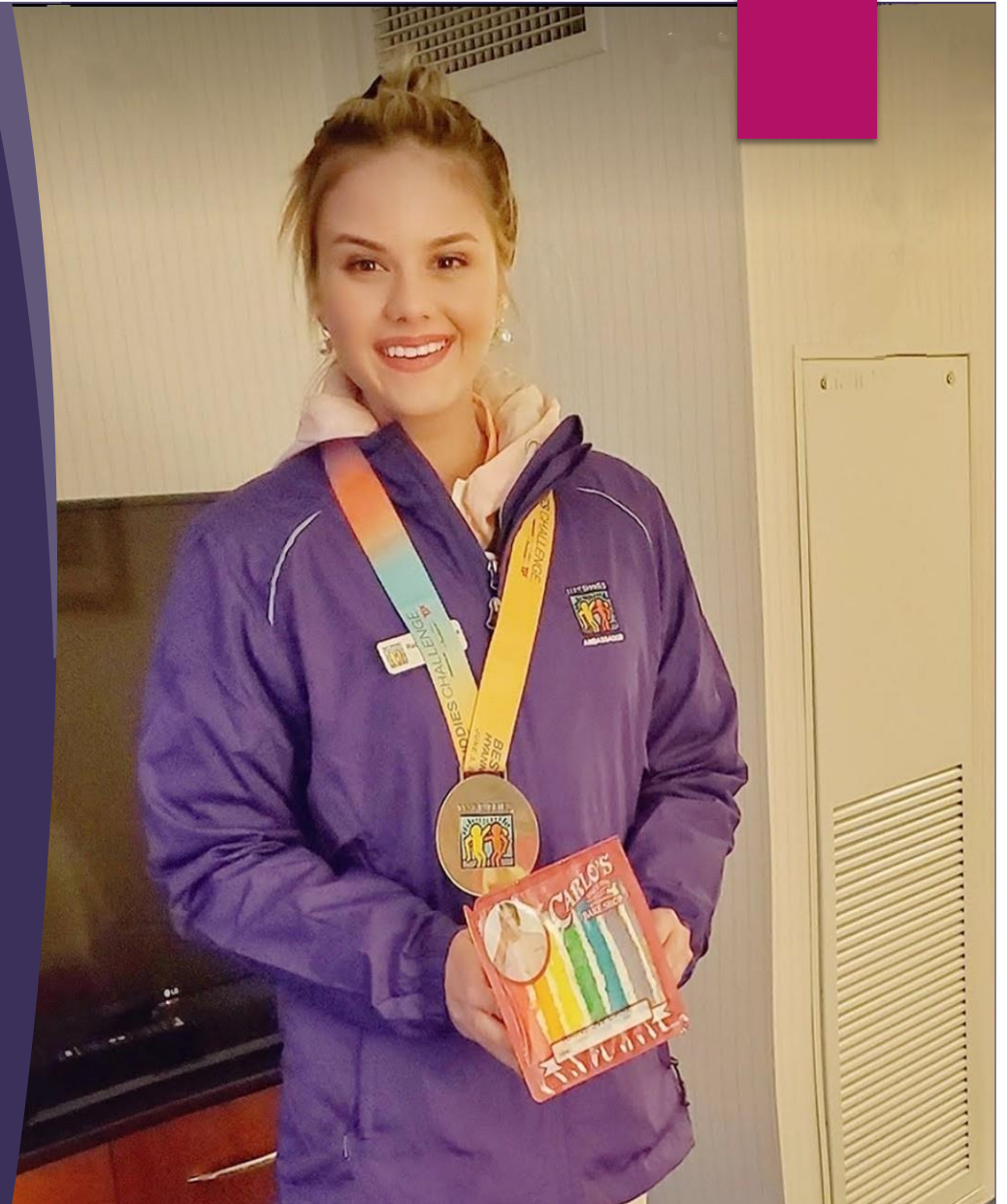
One thing that my parents did was read to me. Just one book every day and every night helped me speak better.

Childhood v. Adulthood

► It took a very long time for me to become the person I am today, and it wasn't easy, but I believe there's always hope for everybody. I went from a girl who wouldn't play with the other kids, to an activist who was able to speak at The United Nations!

My Work with Best Buddies

▶ I have been working with Best Buddies for a long time now. I've had so much fun being an ambassador for them and will continue to represent them well! They've helped me come out of my shell and make lots of new friends.



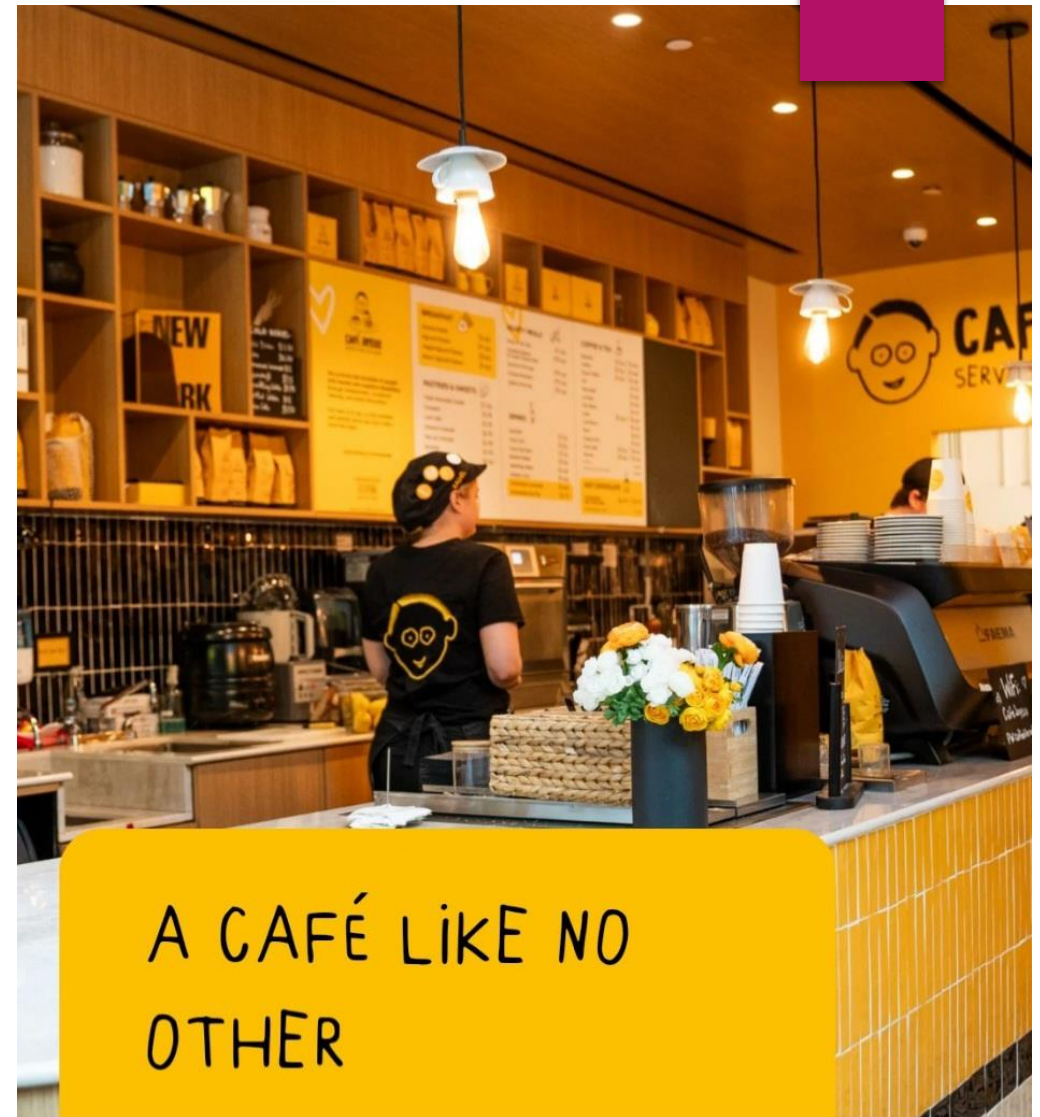
What has helped me?

- ▶ Making friends has always been challenging for me, but I've always been involved with many activities that have helped me become the person I am today.
- ▶ I've been doing pageants since the age of 5, which helped my self-confidence. I was able to meet other girls, and I realized that I loved being onstage.



Employment opportunities

- ▶ Through Best Buddies, I got a job at Café Joyeux, which has been an amazing opportunity for me.
- ▶ I am a barista there, but I have also got to work at the register and clean things. It has been a great opportunity to talk to people and build leadership skills.



Where am I Now?



Today, I'm a college graduate who has studied Creative Writing and Communications. I also love to write and sing, which I was able to do at the Mermaid Theatre in London, and at Madison Square Garden twice.



I was recently accepted into the Juilliard School of Music and hope to continue studying!

I was also able to
tour the Royal
London Opera
House
and sit in the
Queen's box, which
is a really big
honor!

ONE THING THAT I'M
PROUD OF IS MY
PERFORMANCE IN
LONDON, IN A SHOW
CALLED "AUTISM'S GOT
TALENT".

I SHOWED MY TALENT FOR
SINGING ALONGSIDE SO
MANY OTHER
PERFORMERS, WHO DIDN'T
LET THEIR DISABILITIES
STOP THEM.

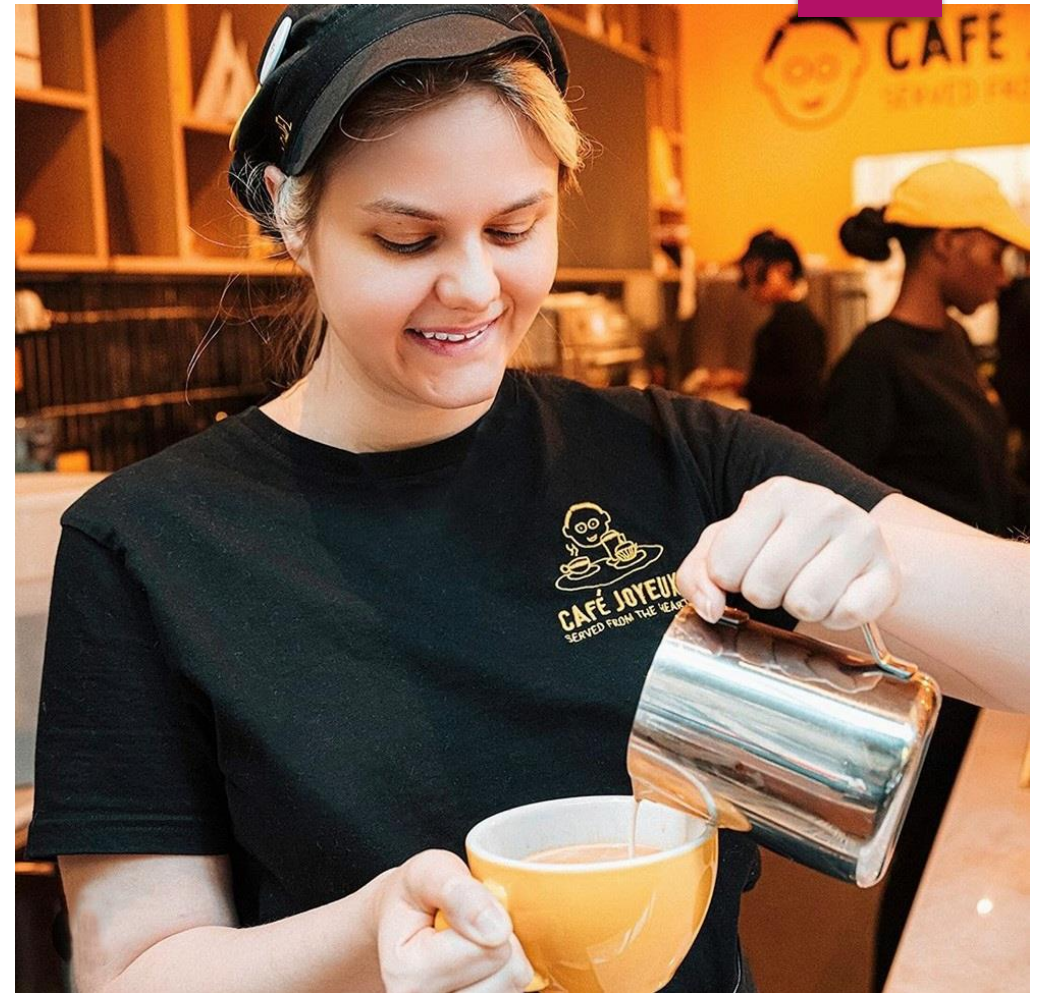
▶ I love to volunteer and collect vintage things, but the closest thing to my heart is my organization – Ability Beyond Disability.

I started it when I was 12 years old as a way to stop bullying amongst those with disabilities, give back, and encourage those in my community to achieve their dreams.



What have I done with my life?

- ▶ It's very important to get involved in your community, whether you have a disability or not. I love to give back and have traveled with The Global Autism Project to help children in other countries, as well as people working with autistic children.





I'm on the board of directors of 5 different organizations that serve the autism community with resources and support.



I've modeled in New York Fashion Week several times, which is something that has brought me out of my shell and it's an event I look forward to.



I also have 3 sharpeis, who I love very much! Their names are Roycie, Ruffles, and Kaiser. They've brought me so much joy, with their many antics. My littlest one, Kaiser has even been in a campaign for Foot Locker, and has trained to become a service dog.

► Thank you so much!
Always remember that
you can do anything you
set your mind to!



Photographer: Angel Samples

Tell us about your plans for the future

My plans for the future are to do more work with Ability Beyond Disabilities, do more speaking engagements, and try my hardest to get my writing dreams off the ground! Currently I'm working on a series of fantasy novels as well as all the events I balance. I have an upcoming concert in Los Angeles and have been asked to speak about autism acceptance in various places, but writing is my true love and I'm willing to work hard for my dreams.



Hunter and Michael, Advisory Board Members



Questions?
Scan here!



Break/Networking

BEST BUDDIES





Ivana and Mel, Supported Employment Program



Questions?
Scan here!



Accenture's Accessibility Center

BEST BUDDIES





Ian and Rohan, Friendship Program Participants



Questions?
Scan here!



Lunch





Duane, Supported Employment Participant



Questions?
Scan here!



Accessibility in the Workplace

BEST BUDDIES





SPEAKER



Questions?
Scan here!

Emily Raich

Deputy Director, Job Development

Best Buddies International

*I am a **professional** in this space
but continue to grow every day!*

BEST BUDDIES



Creating A Culture Of Belonging: Language, Accessibility & Universal Design



Language +
Communication



Accessibility



Universal Design





Hari, Best Buddies Ambassador



Let's Discuss!

Why are
YOU
here today?



Everyone

Plays A Role
In Creating A Culture
Of Belonging

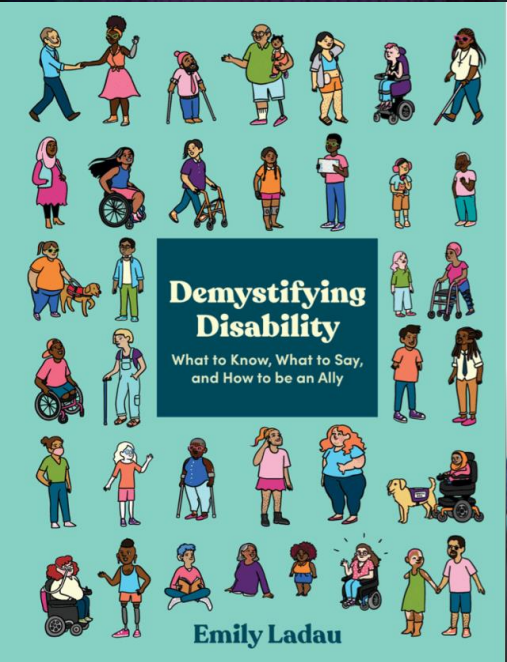
Why Are We Here Today?

- Creating an intentional space for inclusion to grow
- Laying the groundwork for a common language
- Hearing from different perspectives
- Encouraging individuals to ask questions & challenge biases
- Collaboration & sharing of resources
- Building relationships and networking
- Taping into the benefits of universal design



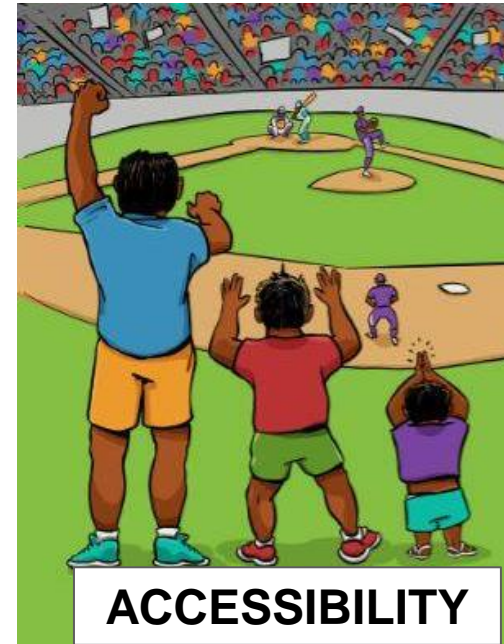
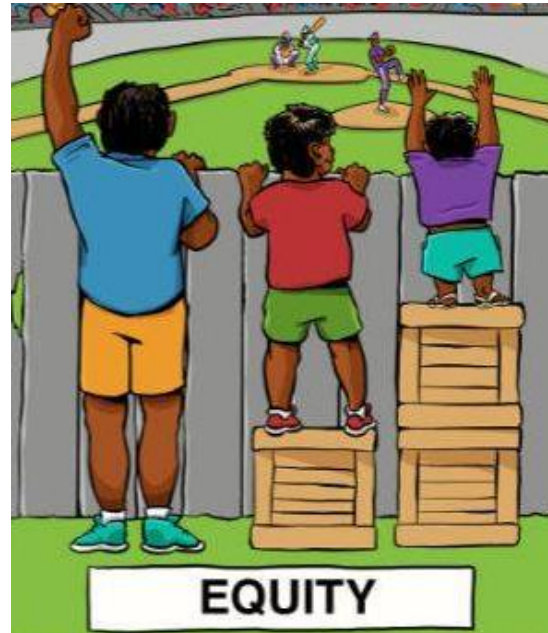
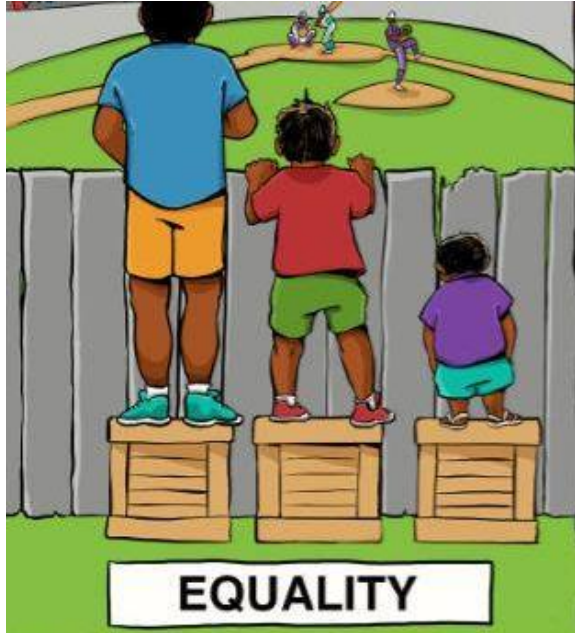
Language Makes An Impact

“The choices that we, as disabled people, make about how to describe and define ourselves are deeply **personal**, and each of us has **our own preferences**. The way people who have a disability talk about their disability is **their choice**...” -Emily Ladau



Best practices are ever evolving!

Key Terminology



Equity- Fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

Inclusion refers to a cultural and environmental feeling of belonging. It involves bringing together and harnessing diverse forces and resources in a beneficial way.

Language Matters!

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.

Neurodivergent
Autistic Person
Blind Person



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.

Person with a disability
Person with Autism
Child with Down Syndrome

Key Takeaways



If you are unsure, just ask!

If you are ever in a situation where you are unsure of how to address a person or their disability, simply ask them about their preference. This fosters communication and creates an opportunity to build a stronger relationship built on the foundation of respect.

Get to know individuals, not their stereotypes

Getting to know people one-on-one and engaging in positive, meaningful relationships can help you build new positive associations and reduce stereotyping.

Challenge your perceptions

Reflect on your perceptions, judgments, behavior, decisions, and actions to understand how you may be influenced by stereotypes and or unconscious biases about people with disabilities.



Communication Tips

- Smile, shake hands and make eye-contact*
- Speak to the individual directly
- Be patient when in conversation, some people need extra time to process and formulate a response
- Treat adults like adults, excessive praise isn't necessary
- Do not assume disability based off of appearances

Brooke, Jobs Program Participant

Other Language Call Outs

"Those guys"

"The Best Buddies kids"

"I need a Buddy"
(as a joke)

"I feel like I cannot say
anything without saying
something wrong"

"The Best Buddy" - in
reference to anyone with a
disability

Anything from a place of sympathy

Can you think of
any call-outs of
your own?



Ashna and Ralph,
Leadership Development Program Participants

Unconscious Bias

"Biases can take a moment to form, a split second to activate, and some significant time to undo."

-Unknown



Activity: Questions to Ask Yourself!

Antoinette and Christy, Buddy Pair

Why Biases Occur

Our brain sorts things, including people, into groups ←

Bias often stems from ignorance ←

Lack of experience, education, or exposure ←

Our comfort levels impact the biases we create ←

Biases often do not align with our conscious declared beliefs ←



Mitigate Unconscious Biases

We can take steps to minimize how often biases are activated and how much they affect our perceptions, decisions, and actions.

- Awareness is key
- Get to know the individuals, not their stereotypes
- Challenge your perceptions
- Act with empathy, not sympathy

Richard, Best Buddies Ambassador





**ASSUME THAT I CAN
SO MAYBE I WILL**



Let's Discuss!



madisontevlin 

Follow

Message




1,030 posts

327K followers

602 following

Madison Tevlin

I have Down syndrome and it's the least interesting thing about me 

Repped by @unitedtalent

PR & Business inquiries... [more](#)

linktr.ee/madisontevlin

What About The Key Message “Assume That I Can So Maybe I Will” Stuck Out To You?

How can you apply this takeaway to your role in your company to help foster inclusion and belonging?



Other Key Takeaways


Individuals with an Intellectual or Developmental Disabilities (IDD) may need support when it comes to:

- Problem solving
- Understanding non-verbal cues
- Reading/writing/math/numbers
- Telling time/concept of time
- Communication (both expressive and receptive)
- Social cues or social interactions



However, it is important to note that everyone is different, and you should always assume competency first!

Accessibility & Universal Design

A photograph of a woman and a man standing outdoors, facing each other and talking. The woman on the left is smiling and looking towards the man. She has long dark hair and is wearing a white t-shirt with the text 'BEST BUDDIES' visible. The man on the right is also wearing a white t-shirt with 'BEST BUDDIES' and is holding a smartphone. They appear to be in a public space, possibly a park or a community center, with a blurred background of trees and buildings. The lighting suggests it's daytime.

Universal design refers to the design of an environment or event so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability, or disability.

Accessibility refers to a site, facility, work environment, or program that is easy to approach, enter, operate, participate in, and/or use safely and with dignity by a person with a disability.



The ADA

The Americans With Disabilities Act

A federal civil rights law passed by Congress in 1990, amended in 2008, that protects the civil rights of people with disabilities in many aspects of public life. The ADA prohibits discrimination on the basis of disability.

Accommodation: A modification or adjustment to a job, the work environment, or the way things are usually done

Gianna and Lindsay, Friendship Program Participants

Accessibility Dimensions



Physical Accessibility



Digital Accessibility



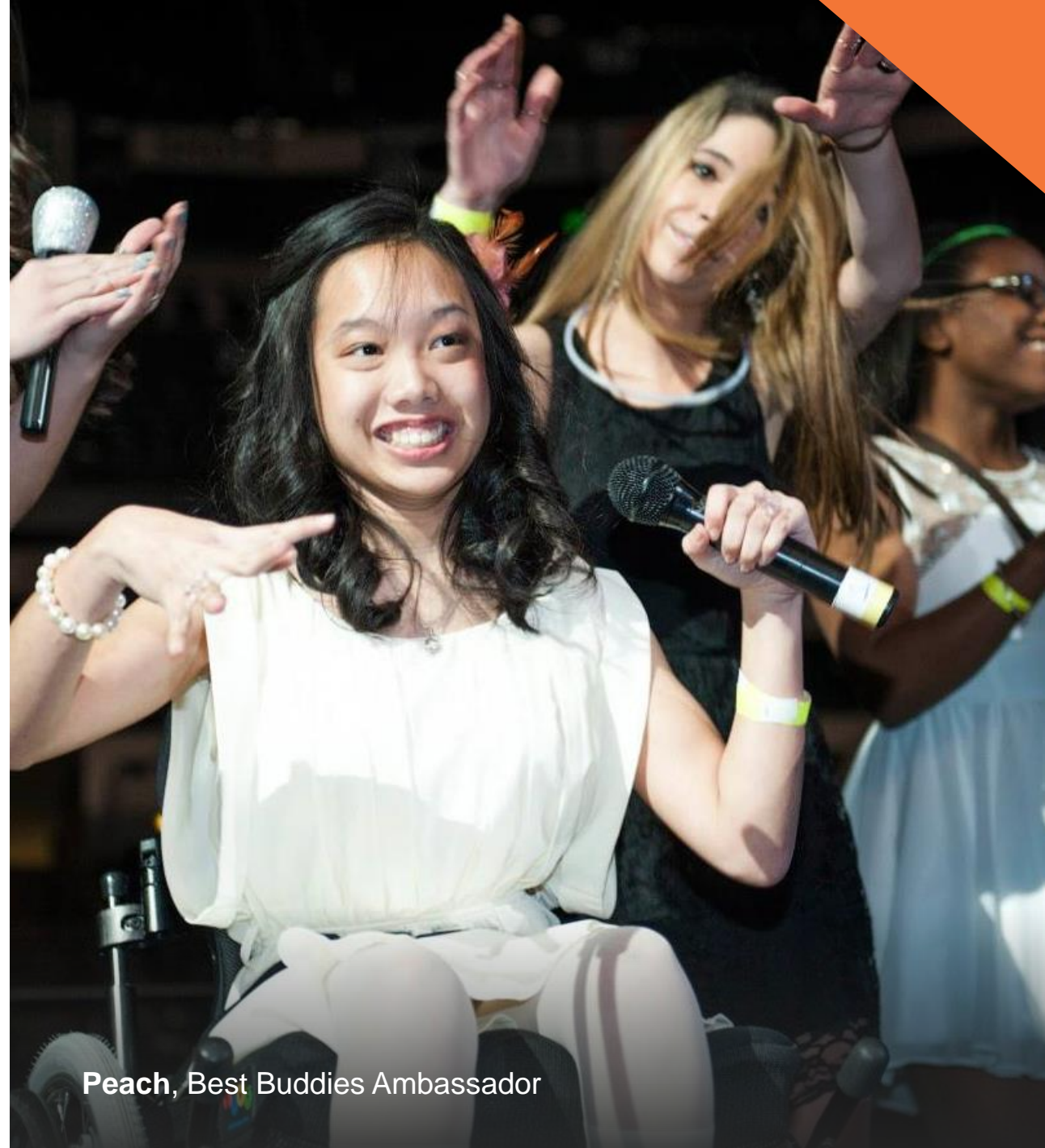
Attitudinal Awareness

There are different dimensions of accessibility to consider when ensuring your meetings, events, activities, and communities are accessible to all:

Accessibility Tips



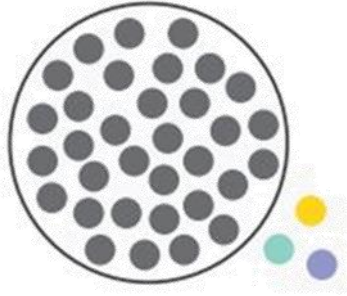
- ❑ Accessibility Checklist for your Events
 - Physical, visual, sensory, etc.
- ❑ Refer to ADA best practices and resources
- ❑ Create a way for attendees to identify any accommodations needed
- ❑ Listen to feedback
- ❑ Become the advocate who speaks up for accessibility



Peach, Best Buddies Ambassador

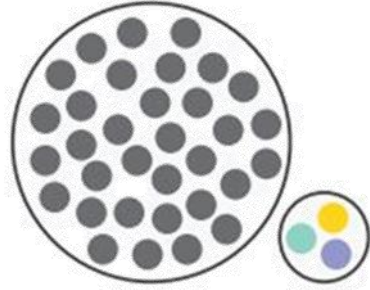
Inclusion is our **Finish Line.**

Exclusion



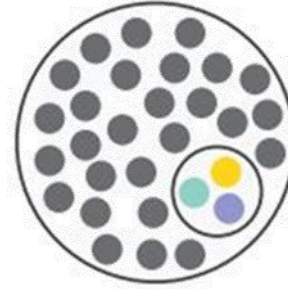
People with disabilities are directly or indirectly denied access to employment opportunities based on their disability status.

Segregation



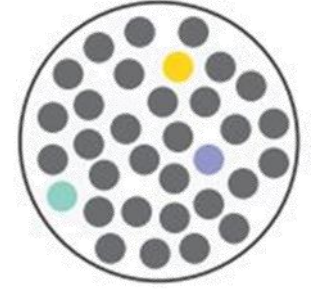
People with disabilities are provided employment opportunities in isolation from people without disabilities, often being paid sub-minimum wage.

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.



Upcoming Event Spotlight



What is NDEAM?

NDEAM (National Disability Employment Awareness Month) takes place during the month of October. It celebrates the contributions of America's workers with disabilities past and present and showcases supportive, inclusive employment policies and practices that benefit employers and employees.

#NDEAM
dol.gov/odep

October 23rd, 2024
1:00 PM - 2:00 PM ET

Hosted by:  **accenture**



Access to Good Jobs for All

National Disability Employment
Awareness Month

Theme: Inclusion Is Universal

Register today at:
bestbuddies.org/ndeam



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR



Unconscious Bias

"Biases can take a moment to form, a split second to activate, and some significant time to undo."

-Unknown



Antoinette and Christy, Buddy Pair

Watch Party Checklist



By hosting a watch party for the Global best Buddies NDEAM event at your workplace, creating an opportunity for employees to come together, learn, and take action toward building a more inclusive and supportive work environment.

- Reserve a conference room or set up a virtual meeting
- Send an invitation via internal channels
- Ensure accessibility for all employees
- Prepare snacks or refreshments for in-person events
- Organize post-event discussion questions
- Share Best Buddies' summary of key takeaways post event

Thank you for being part of this movement
to ensure that **inclusion is universal!**



Ian and Joey, Friendship Program Participants



Josh and Dean, Supported Employment Program



Questions?
Scan here!



Best Buddies

Engagement Opportunities Overview

BEST BUDDIES





SPEAKER



Questions?
Scan here!

Lise Lozelle

*Senior Director, State Communications and
Engagement*

Best Buddies International

BEST BUDDIES®





David Quilleon and Best Buddies
Advisory Board Members

Corporate Partnerships



Questions?
Scan here!

Corporate Partnerships

 **accenture**

BODYARMOR

Coca-Cola


COLD STONE
CREAMERY

Deloitte.

Johnson & Johnson

 **JLL**

 Match
Group

SEPHORA

SHUTTERFLY

Mentor



Become A Friend

Start a Best Buddies Citizens corporate chapter, where **your company's** 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. **Your company's** employees can serve as speech coaches at local trainings or **your company can** host an 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 **your company's** employees to help them become advocates within the company and out in the community.



Corporate Citizens



Ambassador Trainings



DEIA 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 **your 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



Cardonia, Supported Employment Program

Lead



Join The Advisory Board

Your company's employees can share their time, talents and networks by joining their local Best Buddies Advisory Boards.

Serve On A Committee

Your company's 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

Your company's 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

Support



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





INCLUS **ON** 
 **W** **THOUT**
 **LIMITS** 
BEST BUDDIES FRIENDSHIP WALK

Employee Engagement



+

Your
Company



Mentor

<Company Name> employees will have the opportunities to:

- Become a Friend
- Become a Speech Coach
- Become an Advocate



Hire

- Employment opportunities for Best Buddies Jobs participants
- Guided and supported training and implementation



Lead

<Company Name> employees will have the opportunities to:

- Join the Advisory Board
- Join an event Committee
- Inspire Young Leaders



Support

<Company Name> employees will have the opportunities to:

- Sponsor a Signature Event
- Become a Champion for inclusion
- Form a walk team

Diversity

Is Having A Seat At The Table.

Inclusion

Is Having A Voice. And

Belonging

Is Having That Voice Be Heard.

Q+A Discussion



Will and Chandler, Friendship Program Pair



Mia and Isla, Friendship Program Participants



Questions?
Scan here!



Closing

BEST BUDDIES



Actress and Best Buddies Global Ambassador **Olivia Culpo** with Best Buddies participants



Questions?
Scan here!



MAKE A FRIEND | DONATE | VOLUNTEER

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