

A Message from John D. Kemp USBLN® Executive Director & General Counsel

It is with great excitement that the US Business Leadership Network (USBLN®) launches its new monthly newsletter – *Biz2Biz Update*. Our newsletter is only the latest in a series of great enhancements that we have implemented over the last year, designed to keep you informed about the business to business strategy of workforce and marketplace inclusion. Over the next three months, we will share our newsletter with everyone who wishes to receive it. But starting in January 2009, it will become a USBLN® Members-Only benefit housed in our website's member section. So, if your company hasn't joined the USBLN® in 2008, now there is one more reason to become part of our winning team!



Here are 10 fast facts of what's been our progress over the last 12 months:

New Board of Directors: We seated a new Board of Directors of diverse and talented professionals that really help guide and lead our organization. We have representatives from Motorola (**Kevin Foster**), IBM, (**Frances West**), Wachovia (**Beth Butler**), McDonald's (**Kevin Bradley**), Walgreens (**Deb Russell**), Starbucks (**Marthalee Galeota**), SunTrust (**Katherine McCary**), Cincinnati Children's Hospital (**Erin Riehle**), Wells Fargo (**Kirby Croyle**), as well as **Debra Ruh** of TecAccess, **Cathy Healy** of the Parent Educational Advocacy Training Center and **Marie Trotter** from Harvard University. They make up our Board of Directors. So thank you, Board of Directors for your leadership and your help.

ODEP Strategic Alliance: We also signed a historic strategic alliance with the United States Department of Labor's Office of Disability Employment Policy (ODEP). This is a huge accomplishment for the USBLN®. Thank you, **Assistant Secretary Neil Romano**, and all of the members from the Department of Labor for this important alliance. We are only the third organization to be identified as a strategic alliance partner following the Society for Human Resource Management (SHRM) and CVS/CareMark.

[Did you read our press release on the ODEP Strategic Alliance?](#)

Exceptional Leadership Awards

Partner of the Year:

Incight

Since 2006, Incight has partnered with Oregon BLN to jointly develop our Internship and Summer Hire Center. Together they collaborate with other partners to link Oregon business with the emerging talents with students with disabilities.

Affiliate of the Year:

First Coast BLN

The First Coast BLN has established a strong partnership with the Job Opportunity Consortium, an organization of more than 25 service providers assisting people with disabilities to become employed. The BLN and the JOC have partnered on training programs for job seekers with disabilities and training for JOC service providers on how to work with employers.

Employer of the Year:

Travelers

Travelers – a leading insurer – has been involved in championing employment opportunities for people with disabilities. Because of the company's strong belief in and support of equal opportunity and access for all employees, Travelers uses a multifaceted approach in its commitment

Partnerships: We've forged partnerships with a number of organizations including the Disability Business Technical Assistance Centers (DBATC). We've also entered our second year with the Student Advisory Council, funded by the HSC Foundation. The advice and support we've received from our students has been invaluable.

Affiliate Agreement: We've worked with six outstanding affiliates to develop and prepare to unveil our first written relationship that essentially explains and formalizes the relationship between the USBLN® and its 50+ affiliates. We've never had a written agreement. It is time for one that symbolically as well as professionally and legally defines the relationship between the affiliates, and we've taken major steps in that area to protect our trademarks and our brand and to promote this widely.

Corporate Memberships: We've offered corporate memberships for the first time to the USBLN®, and we have 25 founding corporate members. So thank you, corporations, for being a member of the USBLN®.

Public Relations: We've started a major advertising campaign promoting the USBLN® and its affiliates, as well as our annual conference. We've been listed in DiversityInc, Ability Magazine, Black EOE Journal, Hispanic Network and Professional Women's Magazine. We've launched a new website, linked to our affiliates and their websites.

Roadmaps: We've released roadmaps, two very important roadmaps for both government and business to follow to grow the experience of employment and to advance the employment of people with disabilities. That has been a major accomplishment, and it's on our website, and if you want some really good information about what the future is all about, that's where you would want to look.

Diversity-Disability Supplier Program: The USBLN®, together with The Abilities Fund, have initiated a disability supplier initiative program. This is about growing the economic power of people with disabilities by identifying and certifying disabled-owned businesses and creating opportunities for those businesses that are certified to vendor with members of the USBLN® and our affiliates. And this is really a major step forward in the third tier of our mission.

Annual Conference: Finally, we've put together a conference in a challenging time by partnering with JAN, the Job Accommodation Network, and delivering to you what was a very fascinating and interesting program. Our attendance increased by 24% from last year.

That's just a quick snapshot of some of the amazing accomplishments that we have achieved in the last year.

FOUNDING CORPORATE MEMBERS:

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Atnea

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Best Buy

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DiversityInc

First Transit

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IBM

Macsata-Kornegay Group

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Merck

Morgali Films

Motorola

Nordstrom

Starbucks

SunTrust Banks

TecAccess

Wachovia

Walgreen Company

Wal-Mart

WellPoint

Gary Karp's Keynote Key Points

Making History: The New Paradigm of Modern Disability

Disability & employment is no longer about "Hiring the Handicapped." It's not charity; it's good business.

People with disabilities are more mobile, independent, healthy, legally protected, educated, and empowered by technology than ever before in history.

Stereotypes still prevail in the workplace, such as the Angry Cripple (difficult, hard to manage people who are angry because they have a disability) and the Dependent (they need help, so how can they work as well as someone without a disability?).



From medieval fears of possession by the devil to exaggerated images of disability in the interest of fundraising, deeply ingrained beliefs define society's view of disability - now wholly obsolete.

By the most conservative analysis, based on census data and reputable surveys, over 3.5 million people with disabilities say they can and want to work, but are unemployed.

People with disabilities will continue to emerge as they overcome their own stereotype-driven beliefs - and discover the resources and rights available to them. 36% of working age PWDs has never even heard of the ADA!!

Having a disability is not the same as having an illness. People with disabilities are not necessarily under continual medical care. They have "features" to which they adapt in ways that are not evident to the general population.

Many people (hiring managers being of primary concern) are often uncomfortable in the presence of people with disabilities, thinking that they need to relate in terms of their disability rather than simply as people.

As workplace culture is brought up to speed with the new paradigm of Modern Disability we will embrace the large and growing untapped pool of workers with disabilities.

2008 Annual Conference

The US Business Leadership Network (USBLN®) convened its 2008 Annual Conference in Portland, Oregon on October 5-8, 2008. By all accounts this year's conference was a tremendous success, due in large part to the outstanding line-up of keynote speakers:

- **Lori Golden** of Ernst & Young
- **Steve Hanamura** of Hanamura Consulting
- **Gary Karp** of ModernDisability.com
- **Luke Visconti** of DiversityInc
- **Frances West** of IBM
- **Monica Mullins** of Wal-Mart

In addition, over 24 educational sessions offered attendees a wide array of topics from which to choose. This year's conference was also enhanced with our partnership with the Job Accommodation Network (JAN) and its SuperTrack on workplace accommodations.



The Oregon Business Leadership Network proved to be an excellent host this year. Together we sponsored yet another dynamic Career Fair with several hundred students seeking employment.



New Freedom Initiative Awardees: 2008

Skills for Success: The HSC Foundation, Washington, D.C. A major focus of HSCF's work is its Youth Transitions Initiative, which assists young people with disabilities and chronic illness to successfully move from school to adulthood and work. In addition, HSCF assisted the U.S. Business Leadership Network to form a Student Advisory Council and sponsors the annual Advocates in Disability Awards, which honor young people involved in public advocacy for people with disabilities.

Empowerment Through Opportunity: Linking Employment, Abilities and Potential (LEAP), Cleveland, Ohio. Linking Employment, Abilities and Potential (LEAP) provides information, education, training, employment and independent living services to people with disabilities in eight counties in Northeast Ohio. Its programs and services are accredited by the Commission on Rehabilitation Accreditation, and its youth program is a Promising and Effective Practices Network (PEPNet) awardee.

A Commitment to INCLUDE: Best Buy Co., Inc., Richfield, Minnesota. Best Buy established an Employee Business Network called INCLUDE. Reflecting its slogan of "Focus on Abilities, not Disabilities," the group advocates promoting employment opportunities, supportive services and accommodations for people with disabilities. As part of the effort, Best Buy has also established strategic partnerships with disability organizations, including the Maryland School for the Deaf, Career Opportunities for Students with Disabilities and the MNBLN.

Putting Ability First: Deloitte, Washington, D.C. Deloitte considers diversity a core value in serving its customers and embraces people's individual differences and unique strengths and skills. Reflecting this, Deloitte's Business Resource Groups (BRGs) allow those with similar interests to join forces and turn collective ideas into action. The Employment Network for Disabled Veterans, a collaborative partnership through which Deloitte-and other businesses-could offer individualized professional development services to disabled veterans. .

Accessing Ability: Ernst & Young LLP, New York, New York. Ernst & Young has a long legacy of integrating people with disabilities into its workplace; in fact, one of its founders, Arthur Young, was deaf. To ensure inclusiveness for people with disabilities, it established the AccessAbilities program, which aims to foster a disability-aware corporate culture and an empowering environment. To ensure qualified people with disabilities are aware of opportunities at the company, Ernst & Young capitalizes on the services of disability organizations.

A Focus on Ability: Lockheed Martin Corporation, Bethesda, Maryland. Lockheed Martin works to ensure all qualified individuals, including those with disabilities, can pursue careers at their company. This vision is implemented by the Focus on Abilities (FOA) team, which works to integrate disability employment issues across all aspects of the company's recruitment, retention and promotion processes. Lockheed Martin places special emphasis on hiring those who have served and sacrificed for the cause of freedom through a strategic partnership with Disabled American Veterans and Seamless Transition Apprenticeship Program (STAP).

An Initiative that EnAbles: PepsiCo, Inc., Purchase, New York. One example of the innovative strategies that inspire and challenge PepsiCo associates is EnAble. This employee network implements programs designed to actively recruit, attract and advance people with different abilities and worked to make different abilities a prominent theme at PepsiCo's 2007 Multicultural Inclusion Summit. PepsiCo signed on as a founding partner of Lime Connect, which matches corporations with talented students with different abilities. In 2008, Google joined the effort, and Lime sponsored its first recruitment event targeting experienced hires with disabilities.

A Dedication to Diversity: WellPoint, Inc., Washington, D.C. WellPoint's Corporate Diversity and Workplace Culture Department works to ensure diversity is integrated into all aspects of the company, including professional development activities, strategic hiring policies and philanthropic efforts. As a testament to its dedication, WellPoint earned a spot on DiversityInc's list of 2008 Top 50 Companies for Diversity®.

BEHIND THE NUMBERS: 2000 Census on Disability

Census 2000 counted 49.7 million people with some type of long lasting condition or disability. They represented 19.3 percent of the 257.2 million people who were aged 5 and older – or nearly one person in five:

- 9.3 million (3.6%) with a sensory disability involving sight or hearing;
- 21.2 million (8.2%) with a condition limiting basic physical activities, such as walking, climbing stairs, reaching, lifting, or carrying;
- 12.4 million (4.8%) with a physical, mental, or emotional condition causing difficulty in dressing, bathing or getting around the home;
- 8.2 million of those aged 16 and older with a condition that made it difficult to go outside the home to shop or visit a doctor (8.6% of the 212.0 million people this age);
- 21.3 million of those aged 16 to 64 with a condition that affected their ability to work at a job or business (11.9% of the 178.7 million people this age).

| United States | | |
|--------------------|-------------|-----------------|
| | Estimate | Margin of Error |
| Total: | 143,738,973 | +/-84,552 |
| With a disability: | 17,450,247 | +/-75,200 |
| Employed | 6,803,539 | +/-40,626 |
| Not employed | 10,646,708 | +/-54,071 |
| No disability: | 126,288,726 | +/-111,457 |
| Employed | 97,037,170 | +/-136,239 |
| Not employed | 29,251,556 | +/-84,446 |

Source: U.S. Census Bureau, 2006 American Community Survey

Working-aged people 16 and older were asked if they experienced difficulty going outside the home to shop or visit the doctor. Additionally, people in this group were asked if a physical, mental, or emotional condition caused them difficulty working at a job or business (employment disability).

Among working-aged people (16 to 64), 19.6 percent of men and 17.6 percent of women reported one or more disabilities. Physical disabilities affected 6.2 percent of the working-age population and 28.6 percent of older adults. About 3.8 percent of working-age adults reported difficulties in learning, remembering, or concentrating (a mental disability), compared with 10.8 percent of older adults.

Among the racial and ethnic groups examined in this report, the highest overall estimated disability rate, 24.3 percent, was shared by two groups — people who reported Black and people who reported American Indian and Alaska Native. Although the disability rate was 16.2 percent for non-Hispanic Whites of working age (16 to 64), it was 26.4 percent for Blacks and 27.0 percent for American Indians and Alaska Natives. The disability rate for working-age Asians (16.9 percent) was slightly higher than the rate for working-age non-Hispanic Whites. The disability rates for Hispanics of working-age (24.0 percent) were just under those of Blacks.

Almost two out of every five people with a disability lived in the South, while about one in five lived in each of the other three regions of the United States. Minnesota and Utah registered low rates by every measure.

How many people had more than one disability in 2000? Disability measures from Census 2000 were not mutually exclusive and 46.3 percent of people with any disability reported more than one. A person with a single condition might report both a physical disability and an employment disability. For example, a person with severe asthma may have also experienced difficulty climbing stairs and difficulty working at a job or business. The people who responded positively to more than one of the Census 2000 disability questions demonstrated the degree to which a long-lasting physical, mental, or emotional condition could affect more than one aspect of a person's life.

Census 2000 showed that people between the ages of 16 and 64 were less likely to be employed if they were disabled. Among working-age men without a disability 79.9 percent were employed, compared to only 60.1 percent with disabilities. Among women of working age, the respective employment rates were 67.3 percent and 51.4 percent. Altogether, 10.4 million men and 8.2 million women with disabilities were employed.

For more information about Census 2000, including data products, email webmaster@census.gov.

BOARD SPOTLIGHT:

Katherine McCary of SunTrust Banks

On behalf of the USBLN® Board, welcome to the Inaugural “*Biz2 Biz Update*” Newsletter. As Chair, I am excited about this launch as it gives us a chance to update our corporate members and affiliates about what is happening at the national level as well as communicate some of the key objectives of the organization.

First, a recap of this year! We have seen an expansion of our affiliates (formerly chapters), with 51 in 30 states, and the numbers keep increasing. Here’s what we have accomplished on behalf of the affiliates in 2008: A vetted Affiliate Agreement (to launch in 2009) that serves to protect our name and the affiliate’s right to use it – as well as protect the actual “territory” of the affiliate; a toolkit to assist in affiliate development; and DVD documentaries on the web showcasing Promising Practices. Discussion is taking place at the national level to seek funding streams for our affiliates. And our new website will offer more features in 2009.

We have launched a Corporate Membership for employers. This enables employers to join the USBLN® and receive numerous benefits. And as a Corporate Member, everyone within the organization has access to member benefits – including networking with other companies nationwide!

For those of you who attended our 2008 Annual Conference in Portland, OR you already know about the incredible growth of the organization! We had 350 attendees – the largest number assembled yet! And mark your calendars **NOW** for next year’s conference in Washington, DC at the new Gaylord National Harbor Sept. 15-18th.

A key focus for this year and beyond is our returning wounded service members. I have heard from many affiliates and members about their efforts to assist in re-employment!

As for 2009, the USBLN® Board is engaged in strengthening our efforts toward our three main pillars: employment, marketing and supplier diversity. Thanks to funding from Wal-Mart, IBM and others, we are developing a criteria and certification process for businesses owned by individuals with disabilities. The Abilities Fund is our partner in this endeavor, which should be launched in 2009.

Thank you for your continued support of the BLN’s mission and goals. In 2009, we want to hear from you on what you would like us to develop and provide. We look forward to further promoting the inclusion of people with disabilities as a business imperative.

Promising Practices:



Starbucks Poster Campaign...
Disability and Cultural Etiquette Tips:



[CLICK HERE TO LEARN MORE](#)

“Great Hires” Video

The “Great Hires” video showcases the benefit of hiring individuals with significant disabilities. This employer-to-employer video introduces viewers to local employers who have opened their doors to this valuable and often overlooked labor pool. Those featured include respected King County business leaders Howard Schultz, Chair of Starbucks, Pat Hagen, COO of Children’s Hospital, Bret Stewart, President of CenterTwist Inc., and King County Executive Ron Sims. These leaders, along with three featured employees, show why it makes good business sense to hire individuals with significant disabilities.

Watch the video in:

[Real Media](#)
[Windows Media Broadband](#)
[Windows Media Dialup](#)



USBLN's Board Chair Katherine McCary of SunTrust Banks was approved by the United States Senate to serve on the National Council on Disability (NCD). McCary was nominated by President George W. Bush on March 26, 2008.

BLN AFFILIATE SPOTLIGHT: East Coast Business Leadership Network

The Eastern Shore BLN evolved from the Lower Shore BLN which was founded in 1998 in Salisbury, MD under the leadership of Harvard Custom Manufacturing, Inc.'s CEO Ed Urban, former Executive Director of Lower Shore Enterprises, Jack Smith, and Harvey Davis, regional manager for the Division of Rehabilitation Services. During the fall of 2001 the LSBLN expanded to include all the counties on the Delmarva Peninsula and changed its name to Eastern Shore BLN. It is now a permanent committee of the Salisbury Area Chamber of Commerce.

For his work, Jack Smith received the Salisbury Area Chamber of Commerce's 2004 Chamber Award. Jack Smith retired at the end of 2004 and was succeeded by Jaqueline (Jackie) Gast, the current director. Ms. Gast comes to the chamber with a background in business in both for-profit and not-for-profit businesses, and has BA in business administration and an MBA.

Since beginning in November 2004, the ESBLN activities has included producing the Accessible Wicomico Guide, publishing a monthly article in various business journals on the eastern shore, publishing a bi-annual newsletter, holding numerous presentations and workshops, and initiating Ability Matters, a training program for people with disabilities desiring a career in the communications industry.

The Salisbury Chamber acts as the fiscal agent and administrative center for a coalition of the four Chambers on the Peninsula, Salisbury Area Chamber, Talbot County Chamber, Cecil County Chamber and Sussex County Chamber. The participating Chambers provide business leaders from their membership to serve on ESBLN steering committees, and representatives from community service organizations and public agencies are involved with the steering committees as members or consultants as well. Their combined membership is over 4,000.

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EARN is funded by the U.S. Dept. of Labor
Office of Disability Employment Policy.

Diversity-Disability Supplier Program

Americans with disabilities represent an estimated 20 percent of the U.S. population, making this the nation's largest minority that crosses lines of age, ethnicity, gender, race, sexual orientation and socioeconomic status. Current data demonstrate that they are disproportionately unemployed, underemployed, and living in poverty. As with other disadvantaged populations, many individuals with disabilities turn to business ownership as a means to economic independence. Small business development is a growing, substantial form of employment and according to recent statistics self-employment rates were highest among individuals with disabilities.^[1] Under Corporate Social Responsibility programs, of which supplier diversity programs are but one important aspect, Americans with disabilities should be fully participating, but the following critical needs exist:

- Companies have expressed some difficulties understanding:
 - Who is an owner with a disability (definition of disability);
 - How much ownership (51% or more) is sufficient to qualify; and,
 - What commitments should be (or must be) made to further disability employment within the qualifying disability-owned enterprise beyond the owners with disabilities.
- Currently supplier companies owned by Americans with disabilities do not have a third party that is willing to certify.

In response to these needs, the Boards of Directors of both the US Business Leadership Network (USBLN®) and The Abilities Fund have formed a partnership to develop and launch a self-sustaining Diversity-Disability Supplier Program (DDSP).

FOUNDING SPONSORS



MOVING FORWARD

If interested in learning more, or sponsoring the DDSP, then please contact Jill Houghton at Jilldh@bellsouth.net or via phone at 954-461-4726.



Working with disabilities: what's it really like?

Some of our colleagues in our AccessAbilities network have great stories about working with disabilities at EY. In a new online feature called "Ernst & Young AccessAbilitiesTM minutes" on ey.com, you can [listen to those firsthand accounts for yourself](#).

Today's story: one team questions its assumptions about whether a team member who uses a wheelchair can travel to an assignment. A new story will be added each day in October.



This is National Disabilities Employment Awareness month. Watch for more news of exciting developments from our AccessAbilities group — some of which are attracting significant attention in the marketplace.

Turning Diversity into Dollars



Employers – We can help you turn Diversity into Dollars when you hire an untapped, talented workforce – people with disabilities. The United States Social Security Administration has more than 10 million beneficiaries located across the country. When you hire one of our beneficiaries through the Ticket to Work Program, your company can reduce its labor costs by \$4,700 in the first nine months of employment with more to be earned over time. When coupled with the federal Work Opportunity Tax Credit, that’s a labor cost savings of more than \$7,000 in the first year of employment.

To find out how your company can participate in the Ticket to Work Program, go to: www.ssa.gov/work or www.cessi.net/ttw, email: emalsch@cessi.net or call: 1-877-743-8237.

Join Today!

USBLN® Membership Benefits:

- National representation
- Listing corporation in USBLN Membership Directory
- Placement of corporate logo on USBLN website
- Access to valuable information on business-to-business strategies
- VIP access to USBLN website 'Members-Only' section
- Access to USBLN Membership Roster
- Invitation to USBLN annual “Corporate Membership Breakfast”

[DOWNLOAD USBLN
MEMBERSHIP FORM](#)

Student Advisory Council Update

By Craig H. Harris, SAC Member

Having galvanized as a group from the 2007 USBLN Conference, held in Orlando, FL, where the USBLN Student Advisory Council culminated its inaugural effort by making a report to the USBLN Board of Advisors on the possible barriers to employment from a student prospective and received positive feedback for a job well done, we were able now to set our focus on eliminating those barriers identified and develop more fully the course of the Council while in Portland, OR.

We began very much empowered as six out of the ten original USBLN – Student Council members were employed by companies such as Medtronic, Microsoft and Sun Trust, just to name a few. We introduced ourselves and addressed the Youth To Work Coalition by unveiling an excerpt of a documentary we took part. We spoke to and lunched with youth from the INSIGHT Group hopefully inspiring them to get excited about their futures in the marketplace. We dined with employers so that they could attach faces of which they have heard much and communicate our work, goals and accomplishments. Throughout various breakfast and luncheons we were asked for our comments, suggestions and ideas to better harness future potential of the USBLN. Student Council member Zakiya Mabery, government employee (EEO Specialist), remarked our thanks and gratitude as one of several speakers that addressed the conference as a whole prior to the Keynote Speaker.

When it was time to concentrate on our work as Council members, we did so with amazing professionalism and efficiency. Some might add that we were motivated by the crisp Portland air that we all were informed that is the #1 Green City in America by the host BLN. A Mission Statement was created -“USBLN future business leaders working as a team to enhance career opportunities for aspiring professionals with disabilities through information, education, and partnership with employers.”

Each of us took on roles and responsibilities to insure that future USBLN Student Councils would continue and thrive and chief among them was our goal to raise funds to sustain the work of the student advisory council and we will be a big part of next year’s USBLN Conference Disability Career Fair in Washington D.C. We relish the challenge and opportunity.

Individually we networked with prospective employers, participated in breakout session to enhance a greater knowledge on many fronts, availed ourselves to ever expanding work enhancements which support our ability and, when time permitted, shop, dined and were entertained and were treated to the varied and welcoming diverse downtown area.



We remain pleased and thankful by the USBLN Board for their ongoing support and recognition of the Student Councils talents and abilities and look very much forward to seeing our great-good work carry into Washington D.C. All tolled we worked very hard and enjoyed ourselves immensely while continuing to learn and understand each of our fellow Council members daily challenges so that when we return to our lives in our own hometowns the relationship building that has occurred will serve as our touchstone upon which to reflect, be inspired and to move forward with the days labor.

USBLN Launches New Website, usbln.org

The USBLN® unveiled its new website earlier this year, adding new interactive features, improved accessibility standards and more value-added benefits for its corporate members. The website can be viewed online at www.usbln.org.

NEWS REEL - (UPDATED 8/08)

USBLN launches news reel to highlight success stories on workplace inclusion.

Walgreens Educational Video

Walgreen Company has released an educational video about its outreach and employment programs for people

Among the most popular interactive features is the News Reel which highlights promising practices, success stories on inclusion, and educational resources available to businesses. Currently, there are videos about the USBLN®, Walgreens educational and outreach video, and a Fox News report about employment discrimination.

Additional resources will be made available, including a SunTrust video about diversity, as well as employers sharing their perspectives about workplace inclusion filmed during the 2008 Annual Conference in Portland, Oregon.

A new page has been added for our [sponsors](#), which none of these improvements could have been achieved without their generous support. The website has also dramatically improved the information on its 50+ affiliates nationwide. The new [affiliate page](#) includes three easily navigational options to find BLN Affiliates across the country (e.g., map, drop-down menu and state listings). Interested in updating your BLN contact information? Please contact Brent Shimmin at brent.shimmin@macsata-kornegay.org.

Coming soon will be a new 'Members-Only' section for corporate members, where this newsletter will be housed starting in January 2009. The 'Members-Only' section will also include a complete membership directory, promising practices library and membership feedback survey. In addition, a text-only version of the website will be launched in the coming weeks to continue the accessibility improvements being made to site.



At Starbucks, there's room at the table for all.

Starbucks Coffee Company is the world's leading roaster, retailer and brand of specialty coffee. We're committed to hiring a diverse work team, to developing policies and practices that fully utilize the human potential, to building equity in our employees and to fulfilling dreams.

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www.jan.wvu.edu

A service of the U.S. Department of Labor's Office of Disability Employment Policy. www.dol.gov/odep/

