



## DuPont Joins the Disability Equality Index as a Founding Partner

*Company joins American Airlines, Comcast / NBCUniversal, CVS Health, GlaxoSmithKline (GSK), New Editions Consulting, Inc., and Northrop Grumman Corporation to support launch of online tool to measure businesses' inclusion of people with disabilities*

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WASHINGTON, DC (September 25, 2014) – Today, the US Business Leadership Network® (USBLN®) and the American Association of People with Disabilities (AAPD) are pleased to announce that DuPont joined as a Founding Partner of the USBLN and AAPD's new Disability Equality Index<sup>SM</sup> (DEI<sup>SM</sup>), an online tool that offers businesses the opportunity to objectively measure their full inclusion of people with disabilities as employees, suppliers, and customers.

“We are thrilled to have DuPont join us on this groundbreaking initiative for the business and disability communities,” said **Jill Houghton**, Executive Director of the USBLN. “By joining as a DEI Founding Partner, DuPont is showcasing their support of disability inclusive practices throughout corporate America,” said **Mark Perriello**, President and CEO of AAPD.

Created by leaders in the business and disability communities, and after the successful completion of the DEI pilot with 48 Fortune 1000 scope companies in March 2014, the first Annual DEI will launch to Fortune 1000 companies in October 2014.

The DEI is a benchmarking tool that offers businesses the opportunity to receive an objective score on their disability inclusion policies and practices, and identify avenues for continued improvement. Companies self-report on a wide-range of criteria within four categories: Culture & Leadership, Enterprise-Wide Access, Employment Practices, and Community Engagement & Support Services.

“Building our diverse workforce and treating all employees, customers, business partners and communities with respect has been a DuPont core value since our company's founding 212 years ago,” said DuPont Global Director of Organizational Vibrancy, **Dr. Lydia Mallett**. “We strive to be inclusive of all communities and are proud to support the Disability Equality Index to advance inclusion of persons with disabilities.”

One way DuPont promotes and educates employees about inclusion is via workshops introducing employees to the concept of Unconscious Biases. The purpose of the workshop is to help employees understand how an individual is primed to view or think certain things about someone or something based on past experiences. Behaviors are driven by learned stereotypes that operate automatically – and therefore unconsciously — when we interact with other people. An individual who is aware of his/her own unconscious bias can proactively take steps to be more inclusive.

The DEI Founding Partner status is a one-time opportunity exclusive to the first 15 companies that join before December 31, 2015. To date, DEI Founding Partners include American Airlines, Comcast and NBCUniversal, CVS Health, DuPont, GSK, New Editions Consulting, Inc., and Northrop Grumman Corporation. Companies interested in learning more about becoming a DEI Founding Partner should contact Liz Taub, USBLN Director, Business Relations & Strategic Partnerships, at [liz@usbln.org](mailto:liz@usbln.org).

For more information about the DEI, please visit: <http://www.usbln.org/programs-dei.html>.

**About the US Business Leadership Network (USBLN)**

The US Business Leadership Network (USBLN) is a national non-profit that helps business drive performance by leveraging disability inclusion in the workplace, supply chain, and marketplace. The USBLN serves as the collective voice of nearly 50 Business Leadership Network affiliates across the United States, representing over 5,000 businesses. Additionally, the USBLN Disability Supplier Diversity Program<sup>®</sup> (DSDP) is the nation's leading third party certification program for disability-owned businesses, including businesses owned by service-disabled veterans. [www.usbln.org](http://www.usbln.org)

**About the American Association of People with Disabilities (AAPD)**

The American Association of People with Disabilities is the nation's largest disability rights organization. AAPD promotes equal opportunity, economic power, independent living, and political participation for people with disabilities. AAPD's members, including people with disabilities and family, friends, and supporters, represent a powerful force for change. To learn more, visit the AAPD Web site: [www.aapd.com](http://www.aapd.com).

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