



AN INSIDE LOOK AT INCLUSION

THE DOW CHEMICAL COMPANY

JEFF LICHON

**CORPORATE DIGITAL EDITOR, PUBLIC AFFAIRS /
GLOBAL CHAIR, DISABILITY EMPLOYEE NETWORK (DEN)**

OCTOBER 8, 2009 – ASED CONFERENCE



WHO WE ARE



- Founded in 1897 by Herbert H. Dow in Midland, Michigan
- Employs 46,000 employees worldwide
- In 2007, Dow named one of the top 100 companies in the 'Fortune 500'
- In 1968, Apollo 8 orbits moon and splashes down in Pacific, heat shield made from DOW™ Epoxy Resin
- In 2009, Acquisition of Rohm and Haas makes Dow the leading specialties chemicals and advanced materials company



OUR VISION

To be the largest, most profitable and most respected chemical company in the world

OUR MISSION

To constantly improve what is essential to human progress by mastering science and technology

ONE OF OUR FOUR STRATEGIC THEMES



Build a People-Centric Performance Culture





OUR SEVEN AFFINITY GROUPS



African-American Network (AAN)

Asian Diversity Network (ADN)

Disability Employee Network (DEN)

Gays, Lesbians & Allies at Dow (GLAD)

Hispanic Latin Network (HLN)

Middle East Intercultural Network (MEIN)

Women's Innovation Network (WIN)

ABOUT DEN



- One of two truly global employee networks at Dow
- Started by two Dow employees and one Dow executive
- Five regional chapters with multiple local chapters in each region
- Run by a Global Strategy Team that includes employees from all different functions: Health Services, HR, Public Affairs, Diversity & Inclusion, et al.
- Executive Sponsor, two Management sponsors, two consultants, one communicator
- Involved in planning around the 2010 Vancouver Paralympics
- Celebrating National Disability Employment Awareness Month by hosting Dow Disability Employment Awareness Month in October



DEN PURPOSE

- Improve the perception of employees with disabilities and their contributions.
- Provide employees and people leaders with tools and mentoring that will enhance personal and professional growth for all employees.
- Support improving retention of and enhancing recruiting efforts for employees with disabilities.
- Facilitate networking on disability topics relevant to employees with disabilities and their growth opportunities.
- Provide resources and support to employees with disabilities that address their family needs.
- Assist people leaders to create a supportive and inclusive environment for the employees and their families.
- Serve as advocates for employees with disabilities.
- Identify and act upon community outreach opportunities.





Dow Intranet
Using the Intranet | Add to My Links

Enter a Dow Keyword
Go
Google™ the Intranet
Go

Disability Employee Network
DE Disability Employee Network

- DEN Home
Strategy
Leadership
Get Involved
Local Chapters
Calendar of Events
Learning, Awareness & Inclusion
Internal Resources and Dow Processes
External Resources
Success Stories
News Archive
Contact Us
Search DEN Website

Welcome to the Disability Employee Network

Dow Keyword = DEN
DEN focuses on improving perceptions about people with disabilities and raising awareness about the contributions they make – both at work and outside of work. In addition, DEN fosters the professional and personal success of people with disabilities through a variety of training resources, aimed at people with disabilities and leaders managing people with disabilities.

DEN participants include employees with disabilities, parents of children with disabilities and other supporters of the DEN vision.

To learn more about becoming a participant, click on Get Involved.

News

- 10-06-09 US President Obama Announces New Initiatives During National Disability Employment Awareness Month
10-06-09 US Presidential Proclamation - National Disability Employment Awareness Month, 2009
10-5-09 North America: October is Dow National Disability Employment Awareness Month
09-29-09 E-DEN recognizes October as Disability Employment Awareness Month
09-29-09 See the DEN calendar to find activities planned at several Dow locations globally to recognize October as Disability Employment Awareness Month
08-31-09 Dow Brasil Earns Government's First Ever Distinction for Diversity Programming
07-23-09 Michigan - Governor Granholm appoints Brenda Keillor to represent parents or guardians of individuals with disabilities on the Michigan Statewide Independent Living Council, an organization of individuals who represent the interests of people with disabilities across Michigan.

http://den.intranet.dow.com/strategy.htm

File Edit View Favorites Tools Help

Google Search

Disability Employee Network

Home RSS Print Page Tools ?

Dow Intranet
Using the Intranet | [Add to My Links](#)

Disability Employee Network



- DEN Home
- Strategy
 - Dow's Strategy
- Leadership
- Get Involved
- Local Chapters
- Calendar of Events
- Learning, Awareness & Inclusion
- Internal Resources and Dow Processes
- External Resources
- Success Stories
- News Archive
- Contact Us
- Search DEN Website

Strategy

DEN Strategy

The Disability Employee Network has developed a detailed strategy to help DEN achieve its vision and purpose. The strategy works to increase awareness about DEN and its benefits, and provide DEN members with the necessary tools and resources to be successful.

Vision

Dow is a global employer of choice for people impacted by disabilities - reaching our employees, their families, and the communities in which we operate.

Mission

To partner with Dow leadership to support employees impacted by disabilities and foster a workforce that promotes respect and the personal and professional advancement of employees with disabilities.

DEN Strategy

Purpose of the Disability Employee Network

Responsibilities of the Disability Employee Network

Benefits of the Disability Employee Network



2009 DEN STRATEGY



- Eight Areas: Networking / Participation / Tools & Resources / Awareness / Hiring, Recruiting & Retention / Advocacy / Outreach / Associations
- We can all do anything – some of us just do it differently!
- GET INVOLVED! Volunteering gets you nowhere unless you are active.
- We are making strides, but still have a long ways to go.
- Successes
- Challenges
- Moving forward

DOW'S GLOBAL POSITION STATEMENT ON PEOPLE WITH DISABILITIES

People living with disabilities are a unique source of talent who can deliver substantial value to our company, our customers and our communities. Dow is committed to the recruitment and development of top talent, including individuals who happen to live with a disability.

We believe that qualified candidates and employees living with disabilities add value to our organization through diversity of thought and culture – which contributes substantively to our ability to operate as an innovative and sustainable organization.

Through Dow's continued focus on the Human Element, and fostering a diverse and world-class organization, we believe our position on people with disabilities and our commitment to work with them to create success set our company apart – bring us a step closer to our Vision of becoming the largest, most profitable and most respected chemical company in the world.



Thank You!

