

Ability Round Table

A Resource for Employee Resource Groups (ERGs) and Associate Resource Groups (ARGs)

Finding Your Disability Resource Group Champion

ANTHEM'S ASSOCIATE RESOURCE GROUPS

Our Associate Resource Groups (ARGs) help us foster an inclusive and collaborative culture where all Anthem associates feel welcomed and valued for their unique perspectives, experiences and contributions. Our cultures, connected by our common purpose, make our ARGs the hub for a fluent exchange of ideas and diverse perspectives. ARGs are a point of connection in which our diverse personal and professional experiences come together to inform richer organizational points of view and solutions.

Through their work and influence, our ARGs offer:

- Professional and personal development
- Different perspectives and innovative ideas
- Opportunities to connect culture to business decisions

ANTHEM'S ASSOCIATE RESOURCE GROUPS

- ABLE - Disability Inclusion Network
- ACE - Asians Committed to Excellence
- APEX - African American Professional Exchange
- HYPE - Healthcare Your Professional Exchange (Intergenerational)
- PRIDE - Promoting Respect, Individuality, Diversity, and Equality (LGBTQ+ & allies)
- SOMOS - Hispanic/Latino
- VOA - Veterans of Anthem
- W@VE - Working @ Anthem in a Virtual Environment
- WIN - Women's Inspired Network

ABLE – DISABILITY INCLUSION NETWORK

ABLE's mission is to help ensure our enterprise has a culture of inclusion that focuses on ABILITY rather than disability. ABLE is open to all associates who support disability inclusion.

CONNECTING WITH THE BUSINESS

Leadership directive

- Connection between Anthem's customer base and our company
- Bring insight and subject matter expertise in the diversity space

GAINING TOP-DOWN BUY IN

1. Disability hiring initiatives

- National Disability Employment Awareness Month
- Disability Mentoring Day

2. Internal focus groups that provide expertise during bids for new business and vendor selection

3. Volunteer hours and foundation support

- National Beep Baseball Association (Anthem, Lilly, Indy Edge, Victory Field)
- Jill's Wish (provides grants for non-medical living expenses for those with newly-diagnosed or terminal breast cancer)
- American Diabetes Association Step Out Walk and Tour de Cure
- St. Jude Children's Research Hospital Run/Walk
- United States Association of Blind Athletics (USABA)

How ARGs affect the bottom line

- Career
- Commerce
- Community
- Culture

4. Speaker series for associates

- Technology accessibility in the workplace, presented by Easterseals Crossroads
- Caregiver support, presented by the Rosalynn Carter Institute for Caregiving

5. Ongoing advocacy to move facility accessibility and accommodations from compliant to best-in-class

- National partnerships to leverage best practices
- US Business Leadership Network
- National Organization on Disability

Meeting and Topic Schedule

Supported by Eli Lilly and Company, Anthem, Inc., and Easterseals Crossroads

December 7, 2018

7:30-9 a.m.

Easterseals Crossroads
4740 Kingsway Drive
Indianapolis, IN 46205

DECEMBER:

How to work with employees who don't wish to self-identify as having a disability

If you have a disability ERG/ARG, we want to help you make it better. If you don't have one, we want to help you get started!