

# Summer 2021 Program Update



Real Estate and Facilities  
**Supported Employment Program**

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## Opt-in to receive Microsoft Supported Employment Program Updates



To receive occasional updates about the program in your email inbox, simply [sign up here.](#)

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## Introduction from Brian Collins



Greetings everyone,

Amidst the difficulties of this past year, there have been bright spots I would like to focus on for this update.

This spring, Brad Smith, President of Microsoft explained how the corporation is redoubling our efforts to bridge the disability divide; Doubling down on accessibility: Microsoft's next steps to expand accessibility in technology, the workforce and workplace.

Soon after, I hope you were able to tune in on May 5 and 6, for Microsoft's annual Ability Summit, a free digital event that brought together people with disabilities, allies, and accessibility professionals to Imagine, Build, Include, and Empower the future of disability inclusion and accessibility. The summit content is available at: [aka.ms/abilitysummit](https://aka.ms/abilitysummit).

And, lastly, I want to applaud the hard work by many individuals with disabilities and advocates to successfully get a bill passed this year that eliminates subminimum wages for people with disabilities in Washington state. Microsoft believes that everyone should be paid the going rate for the work they do. Read more about SB 5284 later in this update.

Turning toward the future, as we enter the summer of 2021, Microsoft continues to prioritize the health and well-being of our community. We are continuing to pay everyone, Microsoft employees and vendor employees alike, including those whose roles cannot be performed remotely.

Though Microsoft continues to be in various stages of opening, in accordance with guidance with local health authorities, I'm proud to share that not only has the Supported Employment program grown globally where openings are possible, but also that several Supported Employees have continued to perform their jobs on site at Microsoft in essential mail, janitorial, food and landscaping roles. I want to acknowledge and thank all the employees who are performing essential work every day. And I want to thank everyone who is working from home for staying home and staying safe!

We are looking forward to the gradual opening of Microsoft offices and to continuing our efforts to grow job opportunities for people with disabilities at Microsoft locations globally. And as always, feel free to reach out with any thoughts or suggestions: [supportedemployment@microsoft.com](mailto:supportedemployment@microsoft.com).

A handwritten signature in black ink that reads "Brian". The signature is fluid and cursive, with a long horizontal stroke at the end.

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## Celebration of the 2021 Developmental Disability Awareness Month

In March, we celebrated [Developmental Disabilities Awareness Month](#). On [LinkedIn](#), [Twitter](#) and [Instagram](#), we elevated stories of Supported Employees who have been working throughout the pandemic at locations all over the world.

The campaign raises awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.



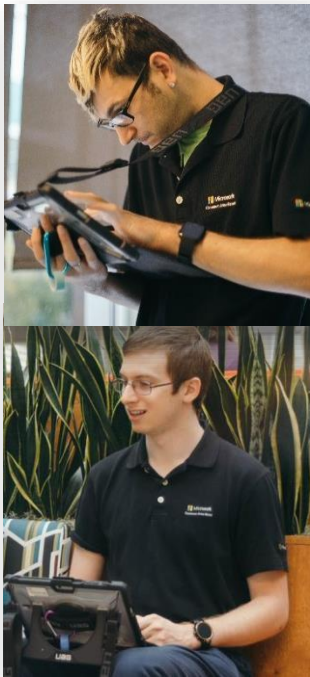
Frank Hartmanns works in the mailroom and has been a champion of health and safety for his team while working through the COVID-19 pandemic. Thank you to Frank and all of our essential workers for keeping us running and keeping yourself and those around you healthy and well!



Chris Carroll was recently hired at Microsoft's Fargo campus. He helps ensure all the daily cleaning protocols are being followed and is willing to help his team with whatever they need. Chris was previously laid off due to COVID, and so was very eager to start his new role with KBS. He brings a positive attitude and strong work ethic to work each day.



Jordan Thompson has been working in an essential role throughout the COVID-19 pandemic, at Microsoft in the Puget Sound. Thank you, Jordan, for your dedication to keeping our work communities safe.



Ben Day and Jonathan Wolf were a part of a focus group working with Microsoft to develop a Power BI App for the Common Area Reset team at CBRE. The implementation of this has allowed their team to work more efficiently, more accurately, and level up their technology skills. Since then, this collaboration has opened doors for both Ben and Johnathan where they've taken on new roles and responsibilities within their team and have more opportunity to utilize their tech skills for the greater good of their teams. This is a great example of how Supported Employees can use technology to enhance their day-to-day work and continue to learn and grow in their professional development.

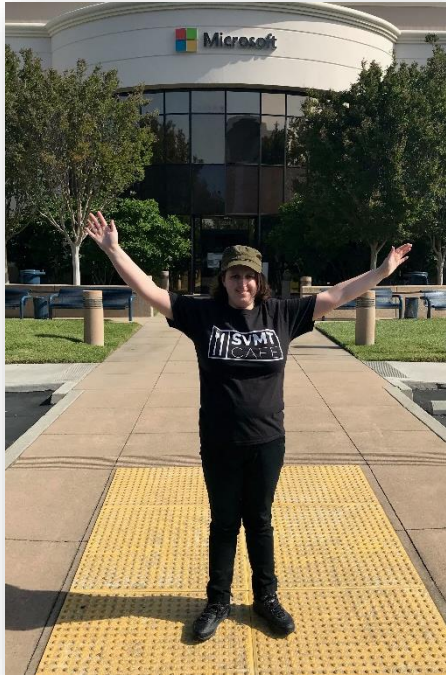


Vaishna Lakshmanan works for Sodexo at Microsoft in Dubai, and recently celebrated her 1-year anniversary with her mailroom team. Vaishna sorts out daily mail and excels at data entry with extreme efficiency. Her motivation to learn and willingness to grow continue to encourage us in the most challenging situations.



## Supported Employee Feature

Written by Elise Canby



My name is Elise Canby and I have worked for Compass at Microsoft in the café since October 2018. Things were going just fine until we started doing Microsoft meetings from home because of the coronavirus pandemic. However, before the pandemic hit us, the team that works with me had been very nice to me and they never judged me by my disability. They always train me to do my job right, like when things change on my work schedule, they tell me what needs to be done. The team is also very impressed with all the hard work that I do as a busser to keep the workplace really clean.

The team loves me so much that they never want me to leave because I love my busser job and there is nobody they know who could ever replace me. When the team asks me to return to work, I will return once we get the green light from my County Health Officer.

## Global Updates

### Expanding SEP influence and impact

We have recently identified Turkey as a participating country in the global program, with two employees working in facilities roles. Turkey has contributed to the growth and hiring in the Europe, Middle East, and Africa (EMEA) region at Microsoft. We are always eager to hear about individuals who have been hired in new countries, and will happily add a new dot on the global map to represent that added job. We welcome each and every team globally to be a part of the disability hiring journey.



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And turning to Scotland, on June 1<sup>st</sup>, Brian Collins, Gillian Maguire and Zoe Porter with Sodexo in the United Kingdom, joined a presentation hosted by the [Scottish Commission for People with Learning Disabilities](#). We are looking forward to continuing the conversation with partners in the United Kingdom about disability hiring and inclusion in Scotland.

Lastly, one more significant indicator of the global nature of the program, during our virtual Best Practices in Recruiting, Hiring, Supervising and Retaining Supported Employees workshop series in May, we were joined by hiring managers and vendor partners from Saudi Arabia, South Africa, Switzerland, Serbia, Canada, Spain and Ireland.

## Welcome Gates Painting



New to the program in Redmond, Gates Painting has officially onboarded their first Supported Employee as of June 2021. We hosted a “meet and greet” for coaches to learn all about the services Gates Painting provides to Microsoft, and what the role and hiring process would look like for their new Supported Employee.

This meeting was a great way to acclimate the hiring team to working with job coaches and understanding more of the work coaches provide to campus as well.

We would like to extend many thanks to the team at Gates Painting for being intentional throughout the hiring process to make it as welcoming and inclusive as possible! Welcome to the program!



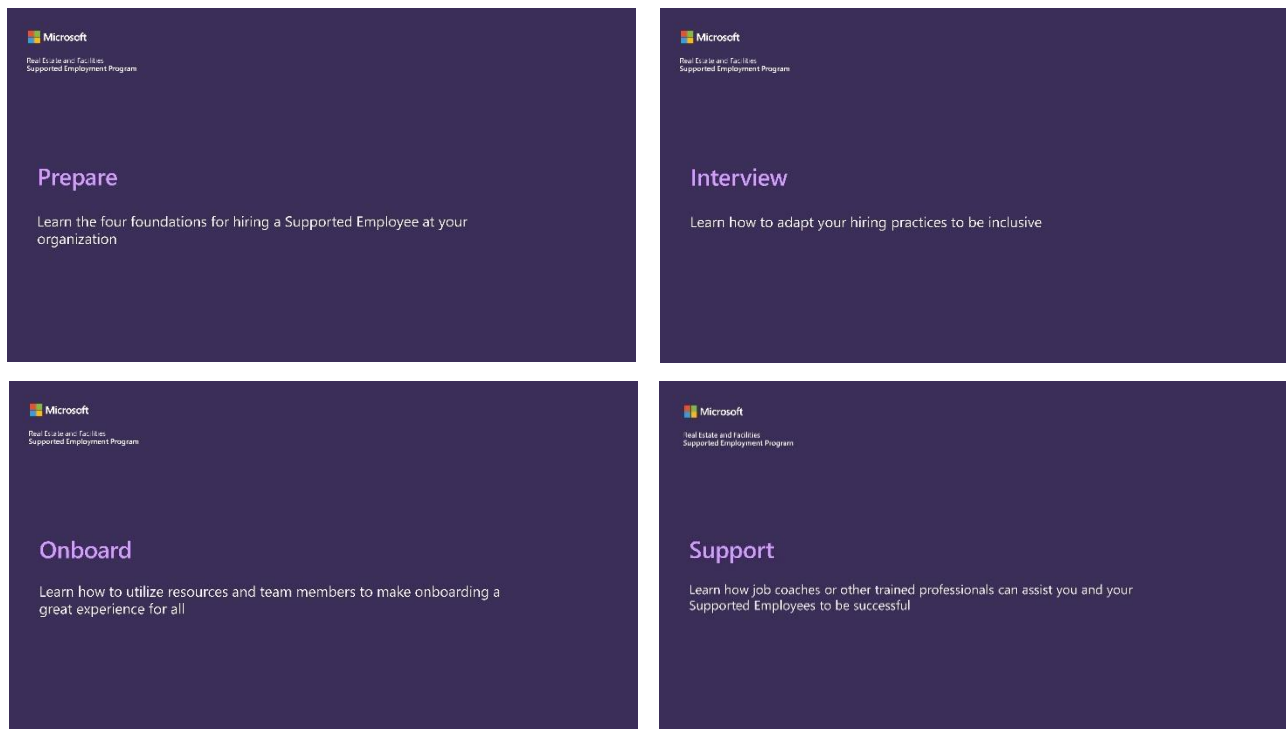
# Knowledge Center Training Series

To support our growing program, we have developed the Microsoft Supported Employment Program Knowledge Center training series.

The Knowledge Center is a collection of videos providing training and information on hiring and onboarding Supported Employees. These short videos are packed with helpful tips, strategies, and best practices to get programs started and focus on successful placements for new employees.

We partnered with our Supported Employment Program champions from all over the world to ensure the information we are sharing is globally relevant and can be applied to hiring in any country or state.

The Knowledge Center will be launched on the Microsoft RE&F Supported Employment website this summer: [aka.ms/supportedemployment](https://aka.ms/supportedemployment).



## Washington State Eliminates Subminimum Wage

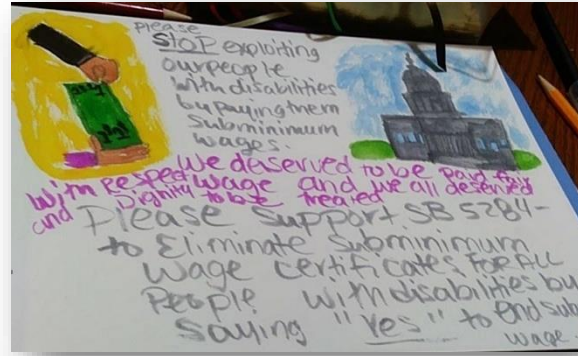
People with disabilities worked tirelessly during the Washington state legislative session for the passage of [Senate Bill 5284](#), which eliminates subminimum wage certificates for persons with disabilities. These federally-issued certificates allow employers to pay people with disabilities less than minimum wage. In Washington state, records indicate that 400 people are still earning subminimum wages.

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The bill calls for the state to notify individuals of the end of subminimum wage practices, and also calls for the state to work with contracted providers to expand employment and day services to individuals leaving subminimum wage employment.

The prime sponsor of the bill, Senator Emily Randall (D-26<sup>th</sup>), took her lead from people with disabilities during two legislative sessions to champion this bill, which becomes effective on July 25, 2021.



Poster says: Please STOP exploiting our people with disabilities by paying them subminimum wages. We deserve to be paid fair wage and we all deserve to be treated with respect and dignity. Please support SB 5284 to eliminate subminimum wage certificates for all people with disabilities by saying "YES" to end subminimum wage.



## King County Vaccination Partnership at Microsoft

In April, Microsoft partnered with Seattle area hospital systems, EvergreenHealth and Overlake Medical Center & Clinics and Public Health – Seattle & King County to host a [public community vaccination site](#) at the campus headquarters in Redmond, Washington, called the King County Vaccination Partnership-Redmond.

Microsoft and vendor partners at CBRE, Compass Group and SBM, joined with Starbucks working swiftly to open the site to enhance vaccination access for the community.

The Supported Employment Program invited Supported Employees throughout King County to come to Redmond to get their vaccination, as soon as the eligibility criteria allowed, by partnering with the King County Developmental Disabilities Administration.

Supported Employees, such as Chad Guse, pictured here in front of a Welcome sign at the vaccination site, and others across the Microsoft vendor community have worked tirelessly in welcoming the community, providing reception, food, and janitorial services.

Thank you for all the hard work done by all partners that has facilitated over 155,000 community members to receive their COVID vaccination as of the end of May.

Read more about the [vaccination partnership here](#).

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## Microsoft Ability Summit



If you were lucky enough to be one of the 11,000 people who joined Microsoft's digital Ability Summit, I hope you got to tune into the amazing keynote addresses, and before shows. We got to meet the director and production team

responsible for the Academy-nominated "Crip Camp", shortly after they walked the red carpet at the Academy Awards. On day 2, Jenny Lay-Flurrie had a lively conversation with the Irish writer and activist, Sinéad Burke, who explained why the adage of "nothing about us, without us" must be central to disability inclusion efforts.

Beyond the wonderful keynote sessions, there were workshops in three simultaneous tracks; Imagine, Build, and Include. Topics ranged from Inclusion for Cognitive Diversity, to Inclusive Hiring Decoded, and to Developing with Accessibility in Mind.

If you missed the event, go online to sample the rich array of presentations and conversations on the [Microsoft Enable channel on YouTube](#).

And you can delve deeper into [Microsoft's commitment to accessibility here](#).

## King County School-to-Work Transition Fair

The King County School-to-Work Transition Fair was held virtually this spring. The Supported Employment Program with the help of our vendor partners, participated in two virtual 'booths'. We met with students, teachers, and family members to share about the program here at Microsoft.

In addition, we coordinated with King County to provide virtual Mock Interviews for high school students. Green Shirt volunteers from all over the United States, India, and China, raised their hand to interview students. Students were able to meet via Microsoft Teams meetings with their interviewer, practice answering interview questions, and work in a virtual environment.

Thank you to all the volunteers and the team at King County School-To-Work program for bringing this opportunity to life!

## COMING UP

### Party to celebrate International Day of Persons with Disabilities

We are sure you are waiting to hear the plans for the summer Supported Employment celebration! This year, we will be catching up with our friends around the world and “gathering” in December to celebrate our employees by observing International Day of Persons with Disabilities. We are looking forward to seeing you all in December!

To stay in the loop, join our [opt-in mailing list](#) to receive all the latest announcements on the Supported Employment Program Annual Celebration.

### See Our Stories on Social Media

Join us on the Microsoft Corporate Real Estate (CRE) social media channels and catch up with stories from the Supported Employment Program throughout the year.



[CRE Microsoft | LinkedIn](#)



[Corp Real Estate Microsoft \(@cremicrosoft\) • Instagram photos and videos](#)



[Corp Real Estate MS \(@CREMicrosoft\) / Twitter](#)



### Stay tuned for the next Newsletter: Winter 2021

For questions or additional information, please contact Gillian Maguire Austin Landon, and Lizzie Shinn, at [supportedemployment@microsoft.com](mailto:supportedemployment@microsoft.com).