



INNOVATION

Diverse Issues, Innovative Solutions

CVS/Caremark

Employer: Fresh ideas and new perspectives are the fuel that drives innovation at CVS. That's why having a diverse workforce that reflects our customer base is so critical. It enables us to generate a wider variety of opinions and ideas on how to make CVS easier for customers.

What's more important is that we maintain an environment where these ideas and opinions aren't just heard, but they're valued and integrated into our daily business decisions. That's an environment of inclusion.

A & F Wood Products, Inc.

Employer: Actually, the accommodations had worked for everybody – it's been a good fit. I guess when you look at a job through somebody's limitations, and you see how they need to do it, it's easier for everybody.

Walgreens Co.

Employer: We're going to hire 600 people, and 200 of those are with very severe disabilities. Professionals tell us that they know of no other company that has ever done this – that this is unprecedented. So it's going to look different. It's going to be a little different. And it's taught us a lot about our systems.

For example, you saw that technology, but the way the computer works with the person, we had to change that. For instance, this is a screen that we use today in our centers for that detrash operation that you saw. It's got about 14 function keys on it. It's got – and it tells you when to start or not when to start, you can't tell.

Well, guess what. We got rid of the keyboards. Replaced those with touch screens. And this is what that current screen looks like today. When to do it, How to do the job. Which screen would you rather have and work with? And guess what we discovered? This makes it better for everyone.

Dow Chemical

Narrator: Dow is a company that is dedicated to solving human problems through science and technology. And Dow believes that people with disabilities have a unique perspective that contributes to this mission and vision. That's the power of the human element.

Dow's mission is to constantly improve human progress by mastering science and technology, such as Dow India's recent development of the Jaipur Foot, an artificial foot that's 20% lighter than traditional designs. One million individuals in India have been helped through this innovative application.