

(Music plays)

Lauren: I have a couple of disabilities. I have something called sensory processing disorder as well as fibromyalgia which is a chronic pain disease.

Erin: I type with one hand and I can only type on a certain type of keyboard that has a really like the keys are really flush. And so I had an issue with one company that was unable to easily find a keyboard for me to use. I think it's something little that makes an employee feel like their needs are being met even if it's something small and just the effort.

Lauren: For me, I identify as disabled because it makes me feel strong. It makes me feel like I am owning this thing that has made my life hard and has made me as a person understand and have empathy for different people.

Erin: The goal of Access Indeed is to make employees at Indeed feel included if they have a visible or invisible disability. Those that have one of those disabilities or want to find out more or want to be an ally.

Velimirka: It's hard to hire people with disabilities and I want to change this.

Miriam: For me, it's very important to help people and just to be part of something doing action so that everybody's involved and treated fairly and respectfully.

Cassie: On the one hand, people with clear-cut visible disabilities, we know how to accommodate, we can try if we see someone in a wheelchair we know we need to have a ramp and we need an open door, but how do you support your co-workers with autism? How do you support them in ways that you're not familiar with? And so being able to have that full spectrum of accessibility in a tangible sense and accessibility in a less tangible sense, trying to bring those together into the forefront is really important.

Lauren: We need to start talking about what does it mean for managers to talk to their employees about hey what's going on with you or what can I do to help you or how can we be more accessible to you?

Jon-Carlos: We have a new office in Tokyo and the real estate team stopped by and just said "how can we improve what we do?" And so that was actually really telling of how Indeed works with that because it was just "yeah tell us how we can actually improve to make things better."

Erin: We're a group that's an Inclusion Resource Group, but we're really becoming also a resource group for the internal stakeholders within Indeed to come to find out where they need to go to get answers about people with disabilities.

Lauren: One of the things that I feel like my manager does and Indeed as a whole has done for me very well is yeah we still think that you're awesome at your job and that you are capable and that your disability and your illness has nothing to do with your ability to be promoted and to have a career here.

(Music plays)