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**Dow Receives Disability Matters Award for Initiatives Supporting Work/Life**

Midland, Mi - April 13, 2010 Share this:

Dow is a winner of the 2010 [Disability Matters Award](#) given by Springboard Consulting LLC to corporations that are leading the way in supporting people in the workplace who either have a disability or have a child or other dependant with special needs. Springboard honors companies that are meeting the needs of the disability community through workforce, workplace and marketplace initiatives. Dow joins PepsiCo and Cisco in being honored for work/life programs supportive of the disability community.

Management Sponsor of Dow's [Disability Employee Network \(DEN\)](#) Jim Varilek said, "This recognition is also a tribute to all the advocates of inclusion in the company who continue to work to cultivate an environment supportive of all people including those with disabilities. The award confirms that our employment practices are moving in the right direction as well as offers Dow the opportunity to learn from other leading companies."

DEN, one of seven affinity groups Dow sponsors, works to improve perceptions about people with disabilities and raise awareness about the contributions they make – both at work and in the communities.

Dow is committed to recruiting, developing and retaining top talent including individuals who happen to live with a disability. At almost 20 percent of the total U.S. population, this group exceeds the next largest minority group – the Hispanic community – by approximately five percent. The disability community is also the largest and fastest growing minority segment in the world.

In addition, Dow offers a range of benefits and flexible options that help employees with special needs dependants juggle life demands including coordinating care, seeking expert advice, managing medical issues, and more.

Dow policies are grounded on an understanding of workplace trends and issues before the special needs community. The statistics below from Springboard's website offer an insight into workplace matters relating to disability.

- ▶ Approximately 15 percent of a firm's workforce is made up of someone who has a disability or who has a child or other dependant with special needs. *Mass General Hospital*
- ▶ Thirty percent of new entrants to the workforce will become disabled before retiring. *Social Security Administration*
- ▶ The average cost of accommodating an individual with a disability is less than \$500 and most accommodations cost nothing. *Job Accommodation Network*
- ▶ Thirty percent of parents who are caring for a child with special needs are forced to quit work altogether. *Maternal and Child Health*
- ▶ Ninety-seven percent of all employers who had hired someone with a disability in the past indicated that they would hire an individual with a disability again in the future. *Journal of Vocational Rehabilitation*

Springboard honored 2010 winners including Dow at the Fourth Annual Disability Matters Corporate Awards Banquet and Conference on April 8, 2010, in New York City. The conference featured leading disability experts from corporations, academia, non-profits and the U.S. government. In addition, honorees shared award-winning practices related to the support of people who either have a disability or have a child or other dependant with special needs. Dow's Director for Culture and Employee Engagement Darlene MacKinnon presented at the conference and described the programs that qualified Dow for the honor.

**About Dow**

Dow combines the power of science and technology with the "Human Element" to passionately innovate what is essential to human progress. The Company connects chemistry and innovation with the [principles of sustainability](#) to help address many of the world's most challenging problems such as the need for clean water, renewable energy generation and conservation, and increasing agricultural productivity. Dow's diversified industry-leading portfolio of specialty chemical, advanced materials, agrosiences and plastics businesses delivers a broad range of technology-based [products and solutions](#) to customers in approximately 160 countries and in high growth sectors such as electronics, water, energy, coatings and agriculture. In 2009, Dow had annual sales of \$45 billion and employed approximately 52,000 people worldwide. The Company's more than 5,000 products are manufactured at 214 sites in 37 countries across the globe. References to "Dow" or the "Company" mean The Dow Chemical Company and its consolidated subsidiaries unless otherwise expressly noted. More information about Dow can be found at [www.dow.com](http://www.dow.com).

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