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GOING  
FOR THE GOLD<sup>SM</sup>

US Business Leadership Network

# Getting Hired Advisory Council Presentation

September 23, 2015

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# Logistics

Audio is available over phone line:

✓ **1 (866) 246-4691**

✓ Conference Code: **118 562 6071**

✓ Submit questions at any time during the presentation:

✓ **Type directly into the Q&A box on your screen**

✓ Email [gnagle@gettinghired.com](mailto:gnagle@gettinghired.com)

✓ Tweet @GettingHired using #AdvisoryCouncil

**Captioning is available:**

<https://www.streamtext.net/player?event=CFI-GettingHired>

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# Meeting Agenda

## **GettingHired:** Introduction

Gabby Nagle- Community Marketing Specialist

## **US Business Leadership Network (USBLN):**

Going For The Gold Project

Leslie Wilson- Going for the Gold Project Team Leader

**TD Bank:** IwD Inclusion Strategy: How TD is "Going for the Gold"

Cyndi DiCastelnuovo- VP Diversity and Inclusion

**Jill Houghton** Executive Director of the USBLN

**Leslie Wilson** Going for the Gold Project Team Leader

**Deb Russell** Disability Inclusion Consultant

**Deb Dagit** Disability Inclusion Consultant

**Emily Malsch** Master Coordinator of Jobs

**Keith Wiedenkiller** DEI Chief Strategy Officer

**Lynn Simonye, PHR** HR Consultant, Pre-screens Candidates

**Kelli Taylor** Administrative Services

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# What is Going for the Gold?

- Funded by the Poses Family Foundation, May & Stanley Smith Charitable Trust & Corporate Contributions
- Three year pilot project
- Six companies
- Best practices
- Sustained success

**Recruit**

**Plan**

**Assess**

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**GFG engages six corporations with the similar goal of increasing their inclusion of people with disabilities into their workforces.**

## Project Goals for February 2014-January 2017

# Three Year Goal

- Hiring of 1,140 individuals and veterans with disabilities over three years:
  - Year 1 = 30 hires/company
  - Year 2 = 60 hires/company
  - Year 3 = 100 hires/company
- Establish sustained outreach/recruitment efforts

## Return on Investment

**Expert Consulting**

**Section 503  
Compliance - DEI**

**Increased Self-  
identification**

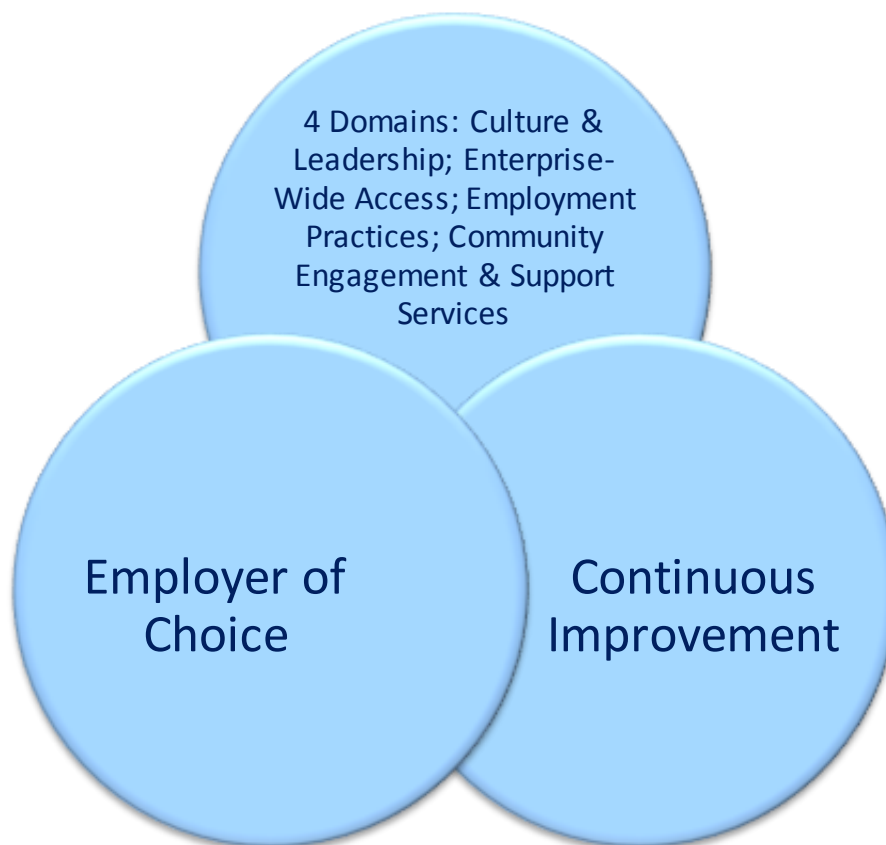
**Media and  
Business  
Recognition**

**“Gold Standard”  
Achievement**



# Disability Equality Index (DEI)

**A Joint Initiative of the USBLN and the American Association  
of People with Disabilities (AAPD)**



# USBLN Section 503 Self-Evaluation Compliance Tool©



# Active Outreach & Recruitment

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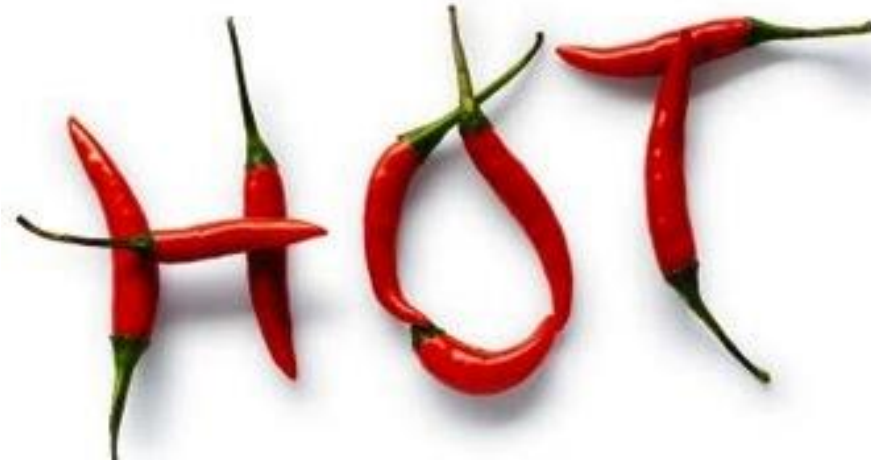
The GFG team is assisting the companies to not just “push out” job descriptions but “pull in” sourcing organizations.

- Spoken to nearly 20 national sourcing partners and an estimated 100 local partners/universities.
- Assisting the companies to establish sustainable sourcing pipelines of candidates with disabilities, including DOBEs



# Hiring Pilot Sites and Hot Jobs

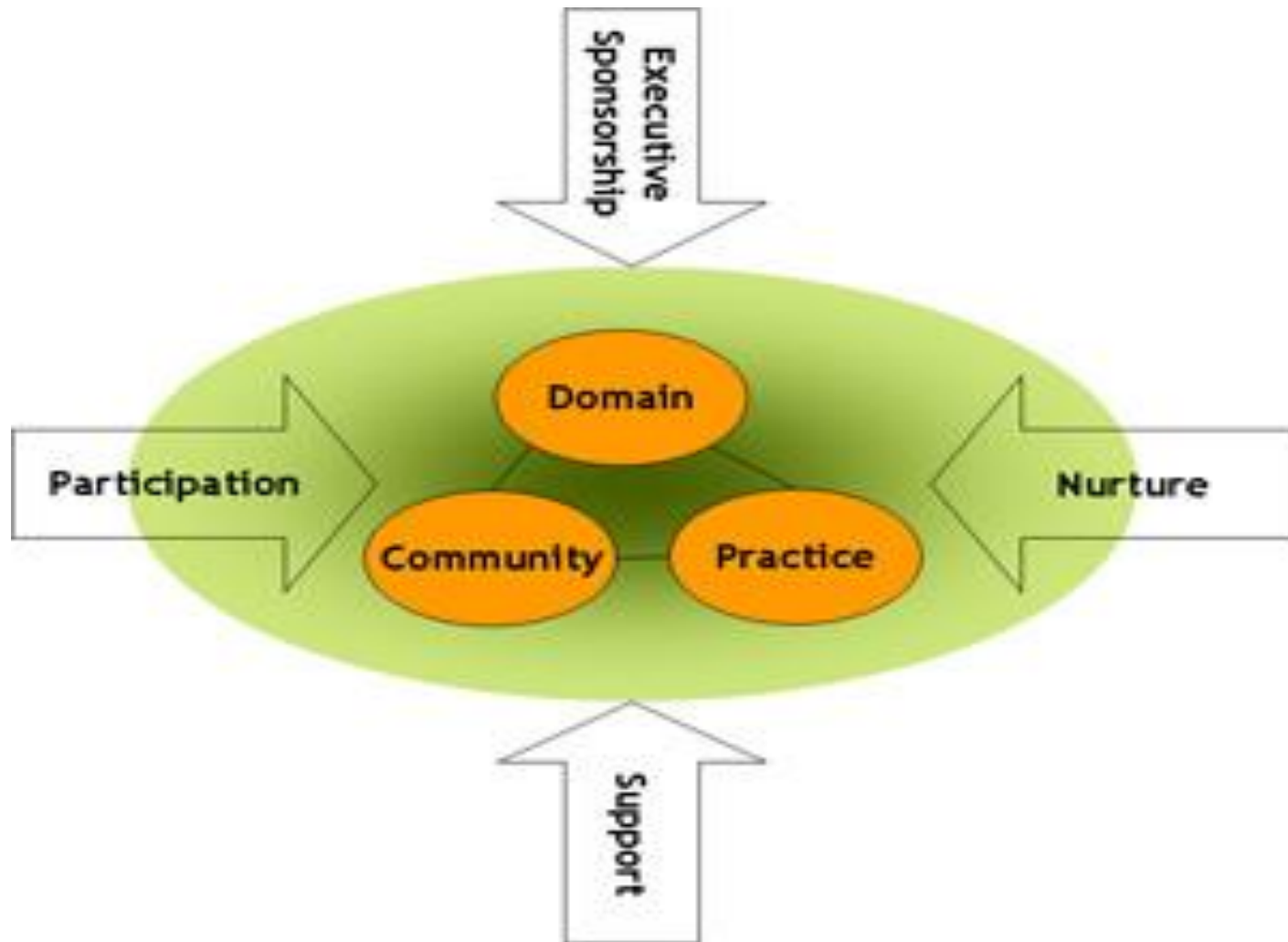
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# Jobs

# Community of Practice – The Cohort Model

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# Community of Practice – The Cohort Model

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## Examples of What the GFG Team is Doing to Strengthen the Model

- Cohort meetings with presentations by companies like Northrup Grumman
- Participation in the USBLN Conference
  - Day-long Cohort Meeting – OFCCP, speed networking with sourcing orgs, PFF presentation
  - Opening Plenary
  - Section 503 Workshop with OFCCP
  - GFG Workshop
- Future meetings
- Sharing of next and best practices
- Development of resources



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# Your Questions Please





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# IwD Inclusion Strategy: How TD is "Going for the Gold"

Cyndi DiCastelnuovo, VP – Diversity and Inclusion





# TD Bank, America's Most Convenient Bank is part of Toronto Dominion Bank Group



# CEO Commitment

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*"At TD, our diversity efforts are driven first and foremost by **our own values and business objectives**, but we also hope that, by publicly supporting the value of **inclusion** in the workplace, we can send a powerful and visible message of **encouragement to others.**"*

**Mike Pedersen**, President and CEO  
TD Bank, America's Most Convenient Bank

*"Our vision is clear: To Build the Better Bank. So too is our mission: We will be the Best Run, Customer-focused, **Integrated** Financial Institution with a **Unique and Inclusive Employee Culture.***

*Customer-focused - this means ALL of our customers – both current and future.*

*A unique and inclusive employee culture - this refers to a culture where ALL employees have the opportunity to leverage their talents and achieve their full potential.*



**Bharat Masrani**, President and CEO  
TD Bank Group



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- **IwD Commitment:** It starts at the top with our president and CEO. That commitment to diversity is executed through the bank's Diversity Leadership Team made up of senior executives, including Peter Mottek, SVP, Wealth Management and IwD Subcommittee Chair.
- **Subcommittee Structure:** The IwD subcommittee takes the Bank-wide diversity strategy and determines how to execute specific to the IwD community. The regional ERGs work with the subcommittee to execute plans in their markets and lines of business.

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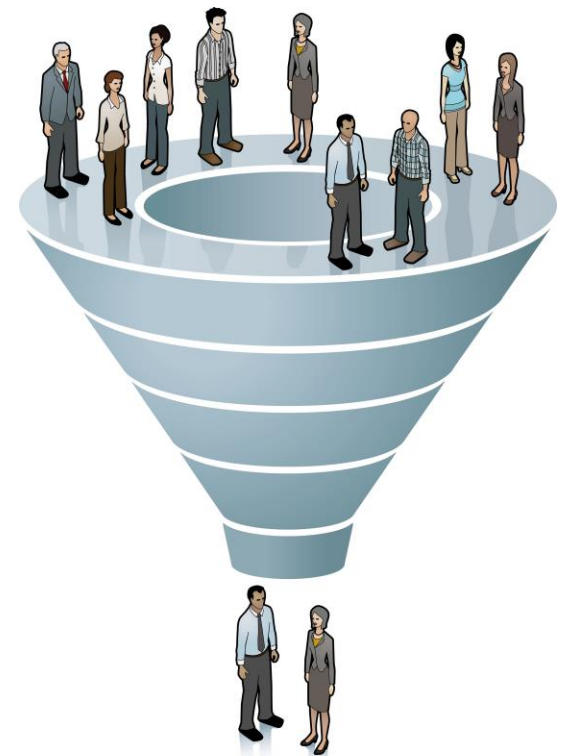
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## Diversity Talent Advisor

- Creates a diversity recruitment sourcing strategy
- Partners with the Talent Acquisition team to ensure a diversity lens through all steps of the recruitment process
- Develops a sourcing strategy to reach diverse external talent
- Reports progress to the Diversity Leadership Team quarterly



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Self ID  
Campaign

Increased internal  
and external  
partnerships

IwD ERG  
Relationships

Yearly  
participation in  
Disability  
Mentoring Day

Section 503  
Compliance  
Tool



- **Going for the Gold:** TD focused on 3 locations for year 1: Auburn Call Center, Mt. Laurel Operations, Greenville Call Center
  - Sourcing talent from local organizations
  - Identifying best practices for hiring
  - Hiring and tracking!



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- Defined and tracked measurable goals
- Diversity Council with members who are publicly "out" has having a disability or as allies
  - Centralized accommodations process
- Employee Assistance Program for part-time and full-time Employees
  - Philanthropic support to external disability related organizations







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**Thank You!**

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