

Getting Back to Work



The phrase 'return to work' was once reserved for our coworkers and colleagues who may have been on a disability or out on maternity leave. Now it refers to returning to an actual office building and has highlighted that we all have more in common with the disability community than we probably ever thought or realized."

TINAMARIE DUFF, BMS DIFFERENTLY-ABLED WORKPLACE NETWORK GLOBAL LEAD

Key Points and Resources

- Organizations that embrace a culture of inclusion are more resilient and better able to adapt to challenges and changes in the workplace.
- It is important to have a crisis plan that allows for rapid identification of issues and swift decision making.
- Creating a communications strategy about managing healthcare-related issues is key to effective operations and employee care.
- There is value in making decisions based on science and medical advice and local government directives.

COVID-19 has caused unprecedented disruption to the global economy, leaving millions of people without jobs, or a plan for how and when to return to work. Compounding this, there has been little discussion of the difficulties facing chronic disease patients in the current, working environment. As a result, patients across the world have been - or may need to become - more open about their health conditions with their employers, offering an opportunity to redefine how we think about chronic disease in the workplace. "Getting Back to Work" focused on just that, and how companies can develop the infrastructure to support and maintain the safety of all workers.

- Everyone is navigating the pandemic differently. Visit Bristol Myers Squibb's [People and Business Resource Groups](#) page to learn about what their Differently-Abled Workplace Network is doing to ensure a safe and inclusive return to work for all.
- For recommendations to mitigate gaps in care related to the disabled and elderly, read [The Partnership for Inclusive Disaster Strategies'](#) recent [report](#) on disparities in the pandemic response.
- Not all disabilities are visible, and many communities face issues in accessing proper care. The [Center for American Progress](#) outlines major health disparities among racial groups. Additionally, a recent [Mckinsey Company report](#) provides a detailed analysis of challenges faced by Asian Americans when seeking mental health services, while [BlackDoctor.Org](#) offers educational health and wellness resources for people of Color.

Featured Speakers



Tinamarie Duff
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Noreen Gleason
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