

Date: February 8th, 2023

To: Senate Committee on Human Services

From: Darryl Adams

Subject: SB 576

Chair Gelser Blouin, Vice Chair Robinson, and members of the committee, I am Darryl Adams and I'm the Director of Accessibility at Intel. I am here today as an interested citizen to testify on SB 576.

In my role at Intel I am responsible for setting the corporate vision, mission and strategy for accessibility. This involves the work necessary to make Intel an accessible place to work for employees with disabilities, both the physical accessibility of our campuses as well as access to the digital information and tools needed to perform the work. Additionally, we are focused on researching and designing new generations of technologies that are more inclusive and accessible to more people.

Why is this important?

People who experience disability tend to be incompatible with the environment around them. When you live in a world that was not designed for you, you learn to be creative. You learn to think outside of the box. It is this type of problem-solving that is so highly valued in the workplace. Project teams thrive when there is a diversity of thoughts and perspectives. Diverse teams build better products.

Intel as an employer is committed to supporting current and future employees with disabilities. In fact we have corporate goal to have 10% of our global workforce self-identify as having a disability. We want our workforce to be representative of the world we serve with our technologies.

My vision for the future is one where disabled Oregonians can gain and maintain meaningful employment while maintaining access to the care we need. Disabled employees should be allowed to thrive in the workplace, advance our careers, save for emergencies and save for retirement like our able-bodied peers.

Technology is evolving to enable greater workforce participation and we need policy to evolve along with it to support disabled employees as we grow our careers while providing reasonable financial pathways to be able to graduate from assistance programs when possible.

Accessible employment for people with disabilities is a big opportunity for Oregon.

Thank you for considering this important issue.