

Microsoft Global Diversity and Inclusion



Diversity and Inclusion Newsletter

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Volume 22
Winter 2014

Related Links

[Diversity and Inclusion at Microsoft](#)
[Corporate Citizenship](#)
[YouthSpark](#)
[Accessibility at Microsoft](#)
[Careers at Microsoft](#)
[Microsoft on the Issues](#)
[Legal Newsroom](#)

Welcome

Welcome to Microsoft's Diversity and Inclusion newsletter, where you can find the latest news about Microsoft's diversity related initiatives and partnerships, learn what's new in your area and access valuable resources.

Market Innovation

[Diversity and Accessibility Highlighted in 2013 Microsoft Citizenship Report](#)

The 2013 Microsoft Corporate Citizenship Report was released earlier this fall. Read the report to see how Microsoft is making an impact in the communities where we work and live. Microsoft's work in Global Diversity & Inclusion and Accessibility is featured in the report, showing our progress in these areas - including interesting case studies - over the last year.

Read Global Diversity & Inclusion highlights starting on page 51.

Read Accessibility highlights starting on page 41.

[Access Issues: Looking at the New Microsoft Accessibility Answer Desk](#)

AFB AccessWorld Magazine

If you had technical issues with Windows or MS Office you didn't call Microsoft, you reached out to Dell, HP, or one of the many other original equipment manufacturers (OEMs) that built and sold you the computer. PCs have been rapidly becoming more similar to each other and with company profits shrinking almost daily, these days OEM technical support simply isn't what it used to be. With the release of Windows 8, Microsoft decided it was in their best interest to provide more customer support and they started with their new Answer Desk, through which consumers can get full in-warranty service for Microsoft products and a complimentary 15-minute consultation for out-of-warranty issues. As part of this support restructuring, Microsoft also took a fresh look at their accessibility initiatives.



[Kinect Sign Language Translator expands communication possibilities](#)

Dedicated researchers in China have created the Kinect Sign Language Translator, a prototype system that understands the gestures of sign language and converts them to spoken and written language-and vice versa. The system captures a conversation from both sides: it displays the signer and renders a written and spoken translation of the sign language in real-time, and it also takes the non-signer's spoken words and turns them into accurate, understandable sign language. An avatar on the screen represents the non-signer and makes the appropriate sign languages gestures.

[Watch the video case study on YouTube](#)

[Read the NEXT@Microsoft Blog Post](#)

[LGBT Senior Citizens Give Couples' Bowling New Dimensions with Virtual Exergaming](#)

GLAAD.org

Services & Advocacy for GLBT Elders (SAGE) and Microsoft Xbox teamed up and the result is one of the coolest bowling leagues ever, and the fun's just getting started. The nation's largest organization for the older gay, lesbian, bisexual, and trans population was specially selected to introduce Exergaming to its senior center in NYC's Chelsea neighborhood. With Kinect for Xbox, which uses motion sensors on its players, Exergamers from a wide range of ages and abilities get all the good-spirited competition and healthy movement of exercise without undergoing any strain. The SAGE Center's participants, many of whom are as young as their sixties and continue to work full time, particularly gravitated towards virtual bowling.

[The Born Friends Family Portrait -- a unique friendship brought together by Skype](#)

Meet Sarah and Paige. They've been best friends since they were 8 years old. For years, they've shared everything over Skype. But the crazy part is they've never met in person. Until now.

Representation



Microsoft DigiGirlz 2013 Program Reaches more than 6,700 Girls

The DigiGirlz Program, a Microsoft YouthSpark Initiative, is a part of Microsoft's longstanding commitment to strengthening the pipeline of women in technology by breaking down stereotypes associated with IT careers and giving school girls the chance to experience firsthand what it is like to develop cutting-edge technology. In 2013, we had more DigiGirlz events taking place around the world than ever before, with the program growing from 65 events in 2012, to 90 events in 2013 - nearly a 30% increase. Of those 90 events, we reached more than 6,700 girls.

Breaking Barriers: Celebrating the International Day of Persons with Disabilities

Last month, Microsoft celebrated the United Nations International Day of Persons with Disabilities that focuses on the progress, challenges and goals of people with disabilities. This year's theme of breaking barriers and opening doors was particularly relevant at Microsoft because we strive to do both every day. As part of this celebration, Microsoft made several announcements, including our recent support of the [UN Convention of Rights of Persons with Disabilities](#) and the treaty's ratification in the US, as well as the new [Microsoft Disability Scholarship Fund](#), targeted at enabling college ready students with disabilities via a \$5,000 scholarship.

Read the [blog](#) by Rob Sinclair, Microsoft's Chief Accessibility Officer.



YouthSpark US class of 2013 digital yearbook shows off success stories

In 2012 Microsoft launched YouthSpark with the commitment to empower 300 million young people through providing opportunities for education, employment and entrepreneurship. Along with our nonprofit partners, we are pleased to share a few of our success stories from year one in the United States.



[Microsoft Research reinforces importance of seeing more women in computing field](#)

As he attended the recent Grace Hopper Celebration of Women in Computing, an annual gathering of women at all stages in their careers in the field of computing, Microsoft Research General Manager Kevin Schofield discusses the importance of fostering diversity in the field of computing.

Inclusion



2013 Microsoft's Women's Conference - a Global Success!

More than 2,400 people recently attended the eighth annual Microsoft Global Women's Conference at the Microsoft Conference Center in Redmond, WA, U.S. Content from the conference was also customized and presented in multiple locations worldwide, bringing women together around the globe to discuss global topics as well as those specific to their regions. The conference theme inspired women to "Explore, Own and Repay." Keynote speakers Sheryl WuDunn shared an inspiring message from her book written with her husband, Nicholas Kristof, called "Half the Sky: Turning Oppression into Opportunity for Women Worldwide." Microsoft Executive Vice President of HR Lisa Brummel provided closing remarks that sent attendees away with an overview of the day, summarizing how the theme fit into the conference.

Employee Recognition



[Fortune Names Julie Larson Green "The next Most Powerful Women in tech"](#)

Meet a group of executives - including Julie Larson Green, Microsoft Executive Vice President, Devices & Studios Group - who are at the center of some of the most exciting developments, mergers and turnarounds in technology.



[Diversity/Careers in Engineering and IT Features Kevin Dallas](#)

Kevin Dallas, General Manager of the Internet of Things (IoT) Group is featured in the Managing section of the upcoming issues (professional and college) of *Diversity/Careers in Engineering and IT* magazine. The profile story begins by providing a brief explanation of the intelligent systems division at Microsoft explaining what that means for the future of technology. The story also highlights Kevin's current and past projects at Microsoft working with top companies within the automotive, healthcare, retail and banking industries and expands upon his leadership style, team members, and influential role models. The article also mentions the various employee resource programs available at Microsoft and includes Kevin's view on "what's next" in his professional future. Kevin is also featured in *EBONY Magazine* as one of seven [Innovators](#) in its Power 100 for 2013. As a part of his inclusion, Kevin was featured in the Nov/Dec issue of [Ebony Magazine](#).



[Diversity MBA Magazine Names 2013 Top 100 Under 50 Diverse Executive & Emerging Leaders](#)

Rachel Greene, Sr. Program Manager, Microsoft Corporation, named on the list
Diversity MBA, supports business diversity by advancing understanding, validating best practices and rewarding leadership, has named the 2013 Top 100 Under 50 Diverse Executive & Emerging Leaders. Diversity MBA works with Fortune 500 companies, entrepreneurs and non-profit agencies to compile a highly selective list from all industries. The honorees were featured in Diversity MBA Magazine's summer 2013 issue and were honored at the magazine's Awards Gala held earlier this year at the Palmer House Hilton Hotel, Chicago, IL.

Company Recognition



For the Ninth Consecutive Year - Microsoft is a Best Place to Work for LGBT Equality!

Microsoft has just reached a big milestone for our support for our lesbian, gay, bisexual, and transgender (LGBT) workforce and communities! The company has achieved a 100 percent score on the [Human Rights Campaign Foundation](#) (HRC) 2014 Corporate Equality Index (CEI) for the 9th consecutive year. The Human Rights Campaign Foundation's CEI is the national benchmarking tool on corporate policies and practices related to LGBT employees. "We congratulate Microsoft for earning a 100 percent on the 2014 Corporate Equality Index and earning the designation as a Best Places to Work for LGBT Equality for nine years in a row," said Deena Fidas, Director of the Workplace Equality Program at the Human Rights Campaign Foundation. The CEI report, released each fall, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to lesbian, gay, bisexual and transgender employees. The HRC says that employers that have earned a 100 percent rating have satisfied all of the criteria for that year and are recognized as a ["Best Place to Work for LGBT Equality."](#) Microsoft has earned this ranking since 2005.

[Microsoft Named America's "Most Inspiring Company"](#)

Forbes recently reported on America's 25 most inspiring companies, based on a recent survey by Performance Inspired, Inc., an Atlanta-based consulting and training firm that helps organizations elevate performance through the science of inspiration.

Feedback

We'd like to hear from you! To provide feedback on this newsletter or diversity and inclusion initiatives at Microsoft send us [email](#).

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