

Cisco LifeChanger



Transforming Lives Through Technology



Transcending Limitations

At Cisco, we have a vision of unleashing the full power and potential of our people from an expanded view of diversity—valuing and embracing a full spectrum of different backgrounds, cultures, affiliations, work styles and perspectives. We believe that this expansive view of diversity is fundamental to who we are—and the possibilities we see through the convergence of diversity, inclusion, collaboration and technology.

Cisco LifeChanger is a groundbreaking, award-winning program that was developed by Cisco employees with a passion for inclusion and innovation, and a strong desire to address a critical challenge. In the U.S., two out of every three working-age people with disabilities are unemployed, compared to one in three people without disabilities.¹ Moreover, people with disabilities with advanced levels of education also incur very high unemployment: only 56 percent are employed versus 85 percent without disabilities.² In addition to limited employment, people with disabilities often earn less than their peers.

To break down barriers to employment and limited access to employers, the passionate volunteers behind Cisco LifeChanger developed novel applications for Cisco's voice, video, and collaboration technology, and combined them with process

improvements, to transcend location, accommodation, and mobility issues. The result: people with disabilities can seamlessly join teams and contribute value. By overcoming barriers to employment, Cisco is creating new possibilities for how we can change the way the world works, tap into the tremendous untapped potential of people with disabilities, and change lives.

Transforming Lives

Launched in 2015, Project LifeChanger ran its first pilot in California. In 2016, Cisco LifeChanger expanded into India, Brazil, and Belgium with new pilots. Since then, nearly 100 talented people with disabilities have been hired to date. This diverse workforce presents Cisco with a significant advantage, including high talent retention, low absenteeism and error rates, and more than double the productivity of their peers.

Today, professional and volunteer staff are working to integrate Cisco LifeChanger deep into the fabric of Cisco's culture. To date, Cisco LifeChanger's accomplishments are far greater than anyone could have imagined. In addition to transforming the lives of people with disabilities, Cisco LifeChanger has also transformed the lives of Cisco employees, and created an inclusive workplace environment where everyone can thrive.



Participants of the Cisco LifeChanger pilot in Bangalore with Cisco executives from the Office of Inclusion and Collaboration.

Source: ¹ U.S. Labor Department; ² Cornell University Study