National Disability Employment Awareness Month
Virtual Event

October 22, 2020
Jill Houghton
President and CEO
Disability:IN
NDEAM Webinar

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President & CEO
WHY ADVANCE DISABILITY INCLUSION?

1 in 4 Have a Disability

Over 1 million service-connected veterans With a disability rating between 70% and 100%

1 in 5 vs 1 in 7 People with disabilities People without disabilities

Lost their Jobs after the COVID-19 Pandemic
BETTER PERFORMANCE & SUSTAINABILITY

“THE DISABILITY INCLUSION ADVANTAGE”

28% HIGHER REVENUE

30% BETTER PERFORMANCE ON ECONOMIC PROFIT MARGINS

2X HIGHER NET INCOME

accenture
The Disability Equality Index (DEI) is an annual benchmarking tool that gives U.S. businesses an objective score and roadmap on their disability inclusion policies and practices.

A JOINT INITIATIVE:
**TIMELINE**

**JANUARY**
CEOs from Accenture, CVS Health, Intel, Microsoft, Voya Financial, & Walmart issue letter urging Fortune 1000 to participate in the DEI.

**JULY**
The Are You IN? Campaign launches. Highlights disability inclusion in every aspect of the global corporate community.

**OCTOBER**
To date: 26 CEOs, 25 Investors, and close to 2000 individuals are IN. COVID-19 Response Series published.

**FUTURE**
Continue advancing mental health and digital inclusion.
KEY FINDINGS

MENTAL HEALTH
Employment Practices: Benefits
69% of businesses have mental health benefits above and beyond what is required by the Federal mental health parity bill and any other relevant laws. This is an increase from 62% in 2019.

DIGITAL INCLUSION/ACCESSIBILITY
Enterprise-Wide Access
60% of businesses have a web accessibility policy that requires coding to AA Level of Conformance of the W3C WCAG2.1 and only 56% of them are auditing their internal sites.