

## BUILDING EQUITABLE WORKPLACES THAT INCLUDE PEOPLE WITH DISABILITIES

# TAKE THE PLEDGE

### BACKGROUND

The year 2021 marks the 20th anniversary of the establishment of the Office of Disability Employment Policy (ODEP) at the U.S. Department of Labor and the 15th anniversary of the formal alliance between the Society for Human Resource Management (SHRM) and ODEP.

### ABOUT THE PLEDGE

Despite this celebratory year, there is still more we can do to ensure that workplaces are equitable and fully inclusive of employees with disabilities. Research reveals that approximately 25% of adults have a disability.<sup>1</sup>

### WHY TAKE THE PLEDGE

Championing a diverse, equitable and inclusive workplace ensures HR professionals address and solve business problems while directly contributing to major long-term business objectives, including:

- Low turnover rates, medical expenses and time-off for people with disabilities compared to employees without disabilities<sup>6</sup>
- Increased innovative, diverse and inclusive workplaces<sup>7</sup>
- An opportunity to receive federal and state tax incentives<sup>8</sup>

Nearly **60% of accommodations** come at no cost to a business.<sup>2</sup>

Hiring workers with disabilities **benefits firms' bottom lines** and improves shareholder values.<sup>3</sup>

**41% of organizations** have not communicated their practice or perspective regarding the employment of people with disabilities.<sup>4</sup>

Unequal levels of **job loss during the pandemic** for individuals with disabilities of different races and ethnicities.<sup>5 [2]</sup>



Questions? Contact  
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## THE PLEDGE

AS A SHRM AFFILIATE, WE PLEDGE TO PROMOTE DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACES FOR PEOPLE WITH DISABILITIES. WE COMMIT TO EDUCATING SHRM MEMBERS ON STRATEGIES, APPROACHES AND PLANS FOR ENSURING EQUAL OPPORTUNITY AND FOR CREATING A WORKPLACE CULTURE WHERE PEOPLE WITH DISABILITIES CAN CONTRIBUTE TO THEIR FULLEST. WE ALSO COMMIT TO MAKING TOOLS, RESOURCES AND STRATEGIES AVAILABLE TO OUR MEMBERS AND THE LOCAL BUSINESS COMMUNITY TO PROMOTE INCLUSIVE WORKPLACES.

## THREE IMPORTANT ACTION STEPS

1

Take a picture of the SHRM Affiliate signing the Pledge to post on your website and social media.

2

Use tools and resources found at [www.pledgeinclusion.shrm.org](http://www.pledgeinclusion.shrm.org) to create a disability employment inclusion program for SHRM Members.

3

Share stories of disability employment DE&I efforts from members of your SHRM Affiliate.

By promoting diverse, equitable and inclusive workplaces for people with disabilities, HR professionals can lead the discussion on this critical topic and benefit from the skills and talent of workers with disabilities.

1 [https://www.cdc.gov/mmwr/volumes/67/wr/mm6732a3.htm?s\\_cid=mm6732a3\\_w](https://www.cdc.gov/mmwr/volumes/67/wr/mm6732a3.htm?s_cid=mm6732a3_w).

2 [https://askjan.org/topics/costs.cfm?csSearch=3380340\\_1](https://askjan.org/topics/costs.cfm?csSearch=3380340_1).

3 A 2018 report from Accenture, which analyzed the disability protocols and financial performance of 140 companies, found that firms with the best practices saw 28 percent higher revenue, double the net income and 30 percent higher profit margins, on average, over a four-year period.

4 SHRM Foundation Research, "Beneath the Surface: A unified Approach to Realizing the Value of Untapped Talent."

5 Black working-age individuals with disabilities experiencing the highest rate of job loss from January to April

(44% job loss among those who were working prior to the pandemic), followed by Latinx working-age people with disabilities (22% job loss between January and April, compared with 20% for the total group of working age people with disabilities) (National Disability Institute, 2020).

6 Id.

7 2018 Accenture Study.

8 <https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees-with-disabilities>.

# WE PLEDGE TO BUILD EQUITABLE WORKPLACES THAT INCLUDE PEOPLE WITH DISABILITIES

As a SHRM affiliate, we pledge to promote diverse, equitable and inclusive workplaces for people with disabilities.

We commit to educating SHRM members on strategies, approaches and plans for ensuring equal opportunity and for creating a workplace culture where people with disabilities can contribute to their fullest.

We also commit to offering tools, resources and strategies available to our members and the local business community to promote inclusive workplaces.

