

Background

2023 marks the 75th anniversary of the founding of SHRM, the Society for Human Resource Management, the 22nd anniversary of the establishment of the Office of Disability Employment Policy (ODEP) at the U.S. Department of Labor, and the 17th anniversary of the formal alliance between SHRM and ODEP.

About the Pledge

Research reveals that approximately 25% of adults have a disability. This remarkable community is one with multifaceted intersecting identities including individuals who are low/no income, indigenous, people of color, immigrants, LGBTQ+, among others. Despite the progress disabled people have made in and out of the workplace, there is still more we can do to ensure that workplaces are equitable and fully inclusive of employees with disabilities.

That is why SHRM, in collaboration with the Office of Disability Employment Policy (ODEP) at the U.S. Department of Labor and ABLE today, has launched the 2023 Disability Inclusion Pledge for HR professionals and business executives to build better workplaces for disabled workers.

75TH ANNIVERSARY





Most employers report no cost or low cost for accommodating employees with disabilities.

Hiring workers with disabilities benefits firms' bottom lines and improves shareholder values.3

Persons with a disability experience an unemployment rate twice as high as the rate for persons without a disability.

Nearly all HR professionals (97%) and people managers (92%) say that employees with disabilities regularly perform the same or better than their peers without disabilities.

2023 Disability Inclusion Pledge

Building diverse, equitable, inclusive, and accessible workplaces for people with disabilities









Why Take the Pledge?

By promoting diverse, equitable, inclusive, and accessible workplaces for people with disabilities, HR professionals can lead the discussion on this critical topic and benefit from the skills and talents of workers with disabilities 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°
- Increased innovative, diverse, and inclusive workplaces
- An opportunity to receive federal and state tax incentives

- 1. <u>Centers for Disease Control and Prevention, Prevalence of Disabilities and Health Care Access by Disability</u> Status and Type Among Adults
- 2. Job Accommodation Network (JAN), Accommodation and Compliance: Low Cost, High Impact
- 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. <u>U.S. Bureau of Labor Statistics, Persons with a Disability: Labor Force Characteristics Summary</u>

- 5. SHRM Research Institute, "Employing Abilities @Work: 2019 Research Report
- 6. Job Accommodation Network (JAN), Accommodation and Compliance: Low Cost, High Impact
- 7. 2018 Accenture Study.
- 8. U.S. Internal Revenue Service, Tax Benefits for Businesses Who Have Employees with Disabilities

2023 Disability Inclusion Pledge

I pledge to help build a diverse, equitable, inclusive, and accessible workplace for people with disabilities.

I commit to educating my colleagues on workplace policies and practices that: ensure equal opportunity, create environments where everyone contributes to success, and foster a sense of belonging for people with disabilities.

I also commit to sharing the tools, resources, and strategies that promote diverse, equitable, inclusive, and accessible workplaces with my colleagues and my community.





