

BACKGROUND

2024 marks the 76th anniversary of the founding of SHRM, the 23nd anniversary of the establishment of the Office of Disability Employment Policy (ODEP) at the U.S. Department of Labor, and the 18th 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, the SHRM Foundation, in collaboration with the Office of Disability Employment Policy (ODEP) at the U.S. Department of Labor and ABLE today, continue our commitment with the 2024 Disability Inclusion Pledge to give HR professionals and business executives the tools they need to build better workplaces for employees with disabilities.







QUESTIONS? CONTACT GOVERNMENTAFFAIRS@SHRM.ORG

41% OF ORGANIZATIONS HAVE NOT COMMUNICATED THEIR PRACTICE OR PERSPECTIVE REGARDING THE **EMPLOYMENT OF PEOPLE WITH DISABILITIES.**

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.**

NEARLY 60% OF ACCOMMODATIONS COME AT NO COST TO A BUSINESS.

HIRING WORKERS WITH DISABILITIES BENEFITS FIRMS' BOTTOM LINES AND IMPROVES SHAREHOLDER VALUES.

2024 DISABILITY INCLUSION PLEDGE BUILDING DIVERSE, EQUITABLE, INCLUSIVE, AND **ACCESSIBLE WORKPLACES FOR PEOPLE WITH DISABILITIES**



- 1. https://www.cdc.gov/mmwr/volumes/67/wr/mm@
- 2. https://askjan.org/topics/costs.cfm?csSearch=33
- 3. A 2018 report from Accenture, which analyze companies, found that firms with the best pract and 30 percent higher profit margins, on average
- Talent."

WHY TAKE THE PLEDGE?

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

| 5732a3.htm?s_cid=mm6732a3_w. | 5. |
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| 880340_1. | 6. |
| ed the disability protocols and financial performance of 140 | 7. |
| tices saw 28 percent higher revenue, double the net income | 8.h |
| e, over a four-year period. | |
| | |

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



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

SHRM Research Institute, "Employing Abilities @Work: 2019 Research Report

- https://askjan.org/topics/costs.cfm?csSearch=3380340_1.
- 2018 Accenture Study.
- https://www.irs.gov/businesses/small-businesses-self-employed/tax-benefits-for-businesses-who-have-employees- with-disabilities.

2024 DISABILITY INCLUSION PLEDGE

- I PLEDGE TO HELP BUILD AN INCLUSIVE, DIVERSE, EQUITABLE, 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 INCLUSIVE, DIVERSE, EQUITABLE, AND ACCESSIBLE WORKPLACES WITH MY COLLEAGUES AND MY COMMUNITY.

