

### 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 multi-faceted 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.

75TH ANNIVERSARY





**QUESTIONS? CONTACT** GOVERNMENTAFFAIRS@SHRM.ORG **NEARLY 60% OF ACCOMMODATIONS** COME AT NO COST TO A BUSINESS.

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

41% OF ORGANIZATIONS HAVE NOT COMMUNICATED THEIR PRACTICE OR PERSPECTIVE REGARDING THE EMPLOYMENT OF PEOPLE WITH DISABILITIES.4

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.<sup>3</sup>

## 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 talent 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<sup>6</sup>
- Increased innovative, diverse, and inclusive workplaces
- An opportunity to receive federal and state tax incentives8

- 1. https://www.cdc.gov/mmwr/volumes/67/wr/mm6732a3.htm?s\_cid=mm6732a3\_w.
- 2. 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. SHRM Research Institute, "Employing Abilities @Work: 2019 Research Report
- 6. https://askjan.org/topics/costs.cfm?csSearch=3380340\_1.
- 7. 2018 Accenture Study.
- 8.https://www.irs.gov/businesses/small-businesses-self-employed/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.





