

Disability Equality Index 2022

Press Release Key Messages & Approved Quotes

Disability Equality Index Overview

- The Disability Equality Index® (DEI) is the world's most comprehensive benchmarking tool for the Fortune 1000 and Am Law 200¹ to measure disability workplace inclusion against competitors.
- By taking the DEI, companies can demonstrate stakeholder commitment to disability inclusion and equality, as well as broader social issues, and enhance their reputation.
- The DEI takes about 40 hours to complete each year and is completed online. It is modeled off the Corporate Equality Index that highlights LGBTQ+-inclusive workplace policies.
- The DEI was launched in 2015 by Disability:IN and The American Association of People with Disabilities (AAPD) and is acknowledged today as the most robust disability inclusion assessment tool in business.
- Top-scoring businesses -- scoring 80 or higher – are recognized as “Best Places to Work for Disability Inclusion” and are provided with opportunities to promote their score, including using the DEI logo in their corporate communications, PR, and marketing channels.
- The DEI was created by the DEI Advisory Committee, a diverse group of business leaders, policy experts and disability advocates. Now in its eighth year, the DEI exists to help businesses make a positive impact on the unemployment/underemployment of people with disabilities.
- In 2022, 415 corporations, including 69 Fortune 100, 188 Fortune 500, and 227 Fortune 1000 utilized the DEI to benchmark their disability inclusion efforts.
- The 2022 DEI measured: Culture & Leadership; Enterprise-Wide Access; Employment Practices (Benefits, Recruitment, Employment, Education, Retention & Advancement, Accommodations); Community Engagement; Supplier Diversity; Non-U.S. Operations (Non-Weighted)
- In 2022, the DEI included new non-weighted Leadership questions about including disability in corporate board diversity criteria.
- Globally, people with disabilities represent over one billion people. Disability is a natural part of the human experience, and it crosses lines of age, ethnicity, gender, gender identity, race, sexual orientation, socioeconomic status and religion.
- In 2022, out of 415 participants, 240 companies received a score of 100; 68 companies received a score of 90 and 27 companies received a score of 80. There were a total of 335 top scorers.

¹ America's top 200 revenue grossing law firms.



Pre-Approved Quotes from Disability:IN & AAPD:

- “Disability inclusion is a rapidly expanding aspect of corporate culture, and it’s gratifying to partner with 415 companies on the 2022 Disability Equality Index,” said **Jill Houghton, President and CEO of Disability:IN**. “These top-scoring companies not only excel in disability inclusion, many are also adopting emerging trends and pioneering measures that can move the disability agenda from accommodation to inclusion and ultimately, genuine belonging.”
- "There is no single best way to practice disability inclusion, however, the companies taking the DEI share the desire to create a workplace that fosters the concept of bringing your whole self to the office," said **Maria Town, President and CEO of AAPD**. "We look forward to working with all of the participants to help identify meaningful ways to build upon their current practices as we continue on the disability inclusion journey together."

Boilerplates:

About the Disability Equality Index®

The Disability Equality Index (DEI) is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions that they can take to achieve disability inclusion and equality. Each company receives a score, on a scale of zero (0) to 100, with those earning 80 and above recognized as a “Best Place to Work for Disability Inclusion.”

The DEI is a joint initiative of the American Association of People with Disabilities (AAPD), the nation’s largest disability rights organization, and Disability:IN, the global business disability inclusion network, to collectively advance the inclusion of people with disabilities. The organizations are complementary and bring unique strengths that make the project relevant and credible to corporations and the disability community. The tool was developed by the DEI Advisory Committee, a diverse group of business leaders, policy experts, and disability advocates. Learn more at: www.DisabilityEqualityIndex.org.

About the American Association of People with Disabilities (AAPD)

AAPD is a convener, connector, and catalyst for change, increasing the political and economic power for people with disabilities. As a national cross-disability rights organization AAPD advocates for full civil rights for the 60+ million Americans with disabilities. Learn more at: www.aapd.com.



About Disability:IN®

Disability:IN is a global organization driving disability inclusion and equality in business. More than 400 corporations partner with Disability:IN to create long-term business and social impact through the world's most comprehensive disability inclusion benchmarking and reporting tool, the Disability Equality Index (DEI); best-in-class conferences and programs; expert counsel and engagement; and public policy leadership. Join us at disabilityin.org/AreYouIN #AreYouIN.