DISABILITY EQUALITY INDEX

THE MOST COMPREHENSIVE TOOL FOR BENCHMARKING DISABILITY INCLUSION

DisabilityEqualityIndex.org
WHO’S IN?: CEOs

José (Joe) E. Almeida
Chairman, President & CEO
Baxter International Inc.

Carie Barry
CEO
Best Buy

Greg Brack
President & CEO
TD Bank, America’s Most Convenient Bank

Giovanni Caforio
Chairman & CEO
Bristol-Myers Squibb

Andy Cecere
Chairman & CEO
U.S. Bancorp

Marvin R. Ellison
President & CEO
Lowe’s Companies, Inc.

Thomas Farrell
Chairman, President & CEO
Dominion Energy, Inc.

Beth Ford
President & CEO
Land O’Lakes, Inc.

Kelly Grier
US Chair & Americas Managing Partner
Ernst & Young LLP

Roger Hochschild
President & CEO
Discover Financial Services

Barbara Humpton
CEO
Siemens USA

Gary C. Kelly
Chairman & CEO
Southwest Airlines Co.

Mike Mahoney
Chairman & CEO
Boston Scientific

Rodney Martin
Chairman & CEO
Voya Financial

Doug McMillon
CEO
Walmart

Larry Merlo
CEO
CVS Health

Satya Nadella
CEO
Microsoft

Mark Pearson
CEO
Equitable Holdings

Brad Preber
CEO
Grant Thornton LLP

Mike Sievert
President & CEO
T-Mobile

Vince Sorgi
President & CEO
PPL Corporation

Bob Swan
CEO
Intel

Julie Sweet
CEO
Accenture

Mike Swinford
CEO
NuMotion

Sherri Turpin
CEO
ZVRS and Purple Communications

ARE YOU IN?
WHO’S IN?: INVESTORS

- Bank of America
- Rodney O. Martin, Jr., Chairman and Chief Executive Officer, Voya Financial, Inc.
- Dieter Waizenegger, Executive Director, CtW Investment Group
- Christopher J. Ailman, FSA, Chief Investment Officer, California State Teachers’ Retirement System (CalSTRS)
- Thomas P. DiNapoli, New York State Comptroller
- Scott M. Stringer, New York City Comptroller
- Tobias Read, Oregon State Treasurer
- Shawn T. Wooden, Connecticut State Treasurer
- Michael W. Frerichs, Illinois State Treasurer
- Deborah B. Goldberg, Massachusetts State Treasurer
- Joseph M. Torsella, Pennsylvania State Treasurer
- Thomas “Thom” Williams, Executive Director, Employees’ Retirement System of the State of Hawaii
- Richard Trumka, President, American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- Xander den Uyl, Vicechair, Pension Fund PWRI, The Netherlands
- Seth Magaziner, Rhode Island State Treasurer
- Sheila Morgan-Johnson, Executive Director, District of Columbia Retirement Board
- Clifton S. Robbins, Chief Executive Officer, Blue Harbour Group, L.P.
- Beth Pearce, Vermont State Treasurer
- Brian Bodager, Chief Executive Officer, The Pension Boards-UCC, Inc.
- Matthew W. Patsky, Chief Executive Officer, Trillium Asset Management LLC
- Boston Common Asset Management Group
- Carole Liable, Chief Executive Officer, Domini Impact Investments LLC
- Matt Nacard, Chief Executive Officer, Ethical Partners Fund Management
- Julie Hammerman, Executive Director, JLens
- Sister Jean Steffes CSA, General Superior, Congregation of Sisters of St. Agnes
The Disability Equality Index (DEI) is an annual benchmarking tool that gives U.S. businesses an **objective score and roadmap** on their disability inclusion policies and practices.
DEI OVERVIEW

The purpose of the Disability Equality Index (DEI) is to provide benchmarking details, educate business and highlight best practices.

WHAT IS THE DEI?

• Annual benchmarking tool
• Tool to educate the business community on disability inclusion best practices
• OVER 150 Fortune 1000 companies participate
• Enabler for defining and developing a roadmap for disability inclusion
• Measures 6 key areas across the organization, most comprehensive index

WHAT DOES IT MEASURE?

• Culture and Leadership
• Enterprise-Wide Access
• Employment Practices
• Community Engagement
• Supplier Diversity
• Non-U.S. Operations (not weighted)

A JOINT INITIATIVE:

AAPD
American Association of People with Disabilities

Disability:IN
ACTION INSIDE THE DEI: MORE THAN JUST A PLEDGE

Disability Equality Index Points Distribution (100 Total)
2020 COMPANIES EARNING 100
2020 COMPANIES EARNING 100
(CONTINUED)
2020 COMPANIES EARNING 90
2020 COMPANIES EARNING 80
2020 DEI HIGHLIGHTS

Workforce of Over 11 Million

Self-ID Rate for Employees: 5.5%

Self-ID Rate for New Hires: 3.5%

83% Scored 80% & Up
2020 DEI: INTERNATIONAL

- 75% Have Ops Outside of the U.S.
- 7.5 Million International Workforce
- 75% of Multinational Companies Have Disability Inclusive Non-Discrimination Policies
- 42% of Multinational Companies Have a Disability-Focused ERG
AREAS OF SUCCESS
2020 DEI TRENDS PT. 1

Culture
Out of 97% of businesses with a company-wide written statement of commitment to Diversity & Inclusion, 85% of them specifically mention disability.

Leadership
88% of businesses with a Diversity Council have a member who is openly public about their disability and/or as an ally/supporter for persons with disabilities.

Enterprise-Wide Access
70% of businesses have an accessibility expert who can resolve accessibility/compatibility issues necessary for persons with disabilities to use technology systems.
**Employment Practices: Accommodations**
94% of businesses have a written disability accommodation procedure available to employees, which explains the process for requesting a disability accommodation.

**Employment Practices: Recruitment**
89% of businesses have external recruitment efforts in place that are specifically geared toward hiring individuals with disabilities.

**Community Engagement**
95% of businesses have provided philanthropic support to an external disability-related event or organization.
AREAS OF IMPROVEMENT
2020 DEI TRENDS PT. 1

Enterprise-Wide Access

64% of businesses have a company-wide commitment to digital accessibility, an increase from 59% in 2019.

Employment Practices: Benefits

69% of businesses have mental health benefits above and beyond what is required by the Federal mental health parity bill and any other relevant laws. This is an increase from 62% in 2019.

Employment Practices: Accommodations

60% of participating businesses are tracking accommodations metrics. This is an increase from just 53% in 2019.
AREAS OF IMPROVEMENT
2020 DEI TRENDS PT. 2

Employment Practices: Employment, Education, Retention & Advancement
72% of businesses with employee retention and advancement programs in 2020 have programs focused on employees with disabilities versus 63% in 2019.

Supplier Diversity
64% of businesses with public websites listing preferred 3rd party certification/verification orgs include at least one that certifies/verifies disability-owned businesses versus 54% in 2019.

Non-U.S. Operations
75% of participating DEI companies have operations outside of the U.S.. Of those, 75% have disability-inclusive standards of non-discrimination in the workplace that apply to all employees compared to 69% in 2019.
OPPORTUNITIES FOR GROWTH
2020 DEI TRENDS PT.1

### Culture
95% of businesses utilize a companywide employee engagement survey. But only 38% review the aggregate survey results for employees who have identified as having a disability.

### Leadership
88% of businesses have a Diversity Council. However, just 65% have one with a mission statement that specifically includes disability inclusion as an area of focus.

### Enterprise-Wide Access
60% of businesses have a web accessibility policy that requires coding to AA Level of Conformance of the W3C WCAG2.1 and only 56% of them are auditing their internal sites.
Employment Practices: Recruitment

Only 45% of participants ask all candidates during the interview scheduling process if they need a reasonable accommodation.

Supplier Diversity

Just 25% of businesses have company-wide disability-focused goals in place for supplier diversity and inclusion.

Community Engagement

62% of businesses have a smart phone app available for use by the public. However, only 46% of them have audited the app for accessibility under the W3C Web Content Accessibility Guidelines.
2021 DEI MODERNIZATION

The DEI Advisory Committee, a diverse group of business leaders, policy experts and disability advocates has modernized the DEI in the following categories.

1. **Enterprise-wide Access**
   - We added clarity to the existing seven (7) weighted questions and added one (1) non-weighted question about innovative technology to advance digital accessibility.

2. **Employment Practices: Benefits**
   - We added clarity to the existing three (3) weighted questions.
   - Non-weighted Personal Assistance Services (PAS) moved to Employment Practices: Accommodations.
   - The Long-Term Care Coverage Benefit Question was deleted.
   - There are six (6) new non weighted questions about:
     1. Supplemental long-term disability,
     2. Vision care coverage,
     3. Wellness benefits,
     4. ABLE (Achieving a Better Life Experience) savings account plan or special needs trust information,
     5. Paid caregiver leave; and,
     6. Delivering benefits information to employees in accessible formats.
The DEI Advisory Committee, a diverse group of business leaders, policy experts and disability advocates has modernized the DEI in the following categories.

3. Employment Practice: Accommodations

• We added clarity to the existing (4) weighted questions.

• Additional clarity was added to the existing one (1) non-weighted question, the non-weighted Personal Assistance Services (PAS) question from Employment Practices: Benefits was added along with two (2) new non-weighted questions about services for Deaf and hard of hearing employees and flexible work options for employees with disabilities.

4. Supplier Diversity

• We added clarity to four (4) questions. No new questions were added. Six (6) questions remain weighted and 2 remain non-weighted.
DEI RESOURCES

• Register for the 2021 DEI: DisabilityEqualityIndex.org/Register

• The 2021 DEI Questions: https://www.disabilityequalityindex.org/DEISurvey/Annual_DEI_Questions.pdf

• 2020 DEI Best Places to Work: https://disabilityin.org/what-we-do/disability-equality-index/2020companies


THANK YOU
APPENDIX 2020

**ABC News** (October 1, 2020): COVID-19 Pandemic Reversed Decades of Employment Gains for Disabled, but Advocates See Glimmers of Hope

**Bloomberg** (July 28, 2020): ESG Investors Focus on Disability

**ADWEEK** (July 27, 2020): CEOs Asked to Pledge Disability Inclusion at Their Companies

**Financial Planning** (July 27, 2020): Disability Rights Gain Traction Among ESG Investors

**Fortune** (July 26, 2020): A Call to Action for America’s CEOs: Show Your Commitment to Inclusion of People with Disabilities

**Bloomberg** (July 26, 2020): Disability Rights Gain Traction Among ESG Investors

**MarketWatch**: (May 5, 2020): I was Told I Could Never Work Remotely: Before Coronavirus, Workers with Disabilities Say They Implored Employers to Allow Them to Work from Home

**Pensions and Investments** (March 10, 2020): MassPRIM adopts new proxy voting guidelines
APPENDIX  2018-2019

USA Today (Aug. 12, 2019): Disability Not a barrier: At a Time of Low Unemployment, Employers Tap a New Talent Pool


Chief Investment Officer (May 24, 2019): Institutional Investors Call for Workplace Disability Inclusion


Pensions & Investments (May 20, 2019): New York state comptroller urges companies to participate in Disability Equality index


Forbes (Jan. 21, 2019): How Business Leaders Are Introducing Disability Rights As A CSR Issue

The New York Times (Dec. 27, 2018): Hiring People With Disabilities Is Good Business: Microsoft, Bank of America and CVS are Just a Few Big Companies that Profit from Their Proactive Employment Practices