July 2021

Inclusion Works Monthly Update

* **75 COMPANIES ARE IN FOR INCLUSION WORKS:**

Welcome Credit Suisse and Moderna.

* **120,000+ NEW EMPLOYEES HIRED BY INCLUSION WORKS COMPANIES:**

From a baseline of 339 new hires in 2015 to 120,000+ through March 2021, Inclusion Works companies have increased their new hires of individuals with disabilities by 35K%.

* **4,000 DISABILITY:IN CONFERENCE ATTENDEES WERE FROM 50 COUNTRIES:**

The Disability:IN Conference featured 50+ sessions with 250 speakers. For more information please see the [2021 Disability:IN Conference Wrap-up](https://disabilityin.org/annual-conference/2021-disabilityin-conference-wrap-up/). Conference registrants will continue to have on-demand access to [the plenary sessions, breakout sessions, and expo booths in the Hub](https://disabilityin.org/2021conference/hub/) until the end of 2021. The 2022 Disability:IN Annual Conference will be in Dallas, Texas from July 18-21.

* **1,500 INCLUSION WORKS MEETING REGISTRANTS WERE FROM 38 COUNTRIES, REPRESENTING 21 DIFFERENT INDUSTRIES:**

The Inclusion Works team is working diligently to upload the July 12th recordings and PowerPoints to the IW Resource Library. An email will be sent when the videos and PowerPoints are uploaded. Thus far, 100% of those evaluating the July 12th meeting said, “The Inclusion Work meeting was beneficial to me and my company.”

* **9 INCLUSION WORKS COMPANIES RECEIVE DISABILITY:IN AWARDS:**

Inclusion Works companies received two-thirds of the nine awards presented to Disability:IN Corporate Partners during the Annual Conference. Congratulations to the following companies:

* Bank of America:                 Catherine Bessant, John D. Kemp Leadership Award
* Intel:                                    ERG/BRG of the Year
* Accenture:                          NextGen Alum: Ike Tallerine
* Comcast:                            Marketplace Innovator of the Year
* Google:                               Marketplace Innovator of the Year
* Salesforce:                          Employer of the Year
* [**272 COMPANIES NAMED 'BEST PLACE TO WORK FOR DISABILITY INCLUSION'**](https://disabilityin.org/what-we-do/disability-equality-index/2021companies/)**THROUGH PARTICIPATION IN THE 2021 DISABILITY EQUALITY INDEX (DEI):**

The [2021 DEI Report](https://disabilityin-bulk.s3.amazonaws.com/2021/2021-DEI-Report%2B-%2BFINAL_revised_2_508.pdf)shares tangible ways companies are bringing people with disabilities into their workplaces. For example, 83% of participating companies have external recruiting efforts geared specifically to people with disabilities, but only 10% of companies have a senior executive who identifies as a person with a disability. In 2019, 3.7% percent of employees at DEI participating companies disclosed their disability; in 2021, that number grew to 5% on average. [Registration is open for the 2022 DEI](https://www.disabilityequalityindex.org/DEISurvey/registration/questionnaire.aspx). **The DEI fee is waived for Inclusion Works companies. Please use this promo code when you register: INMember22**

**2022 DEI Schedule:**

* + - July 13, 2021:           DEI Registration Opened
		- January 28, 2022:    DEI Registration Closes
		- January 31, 2022:    Registered companies start receiving access to the benchmark
		- April 8, 2022:             Final company benchmark responses due
		- June 2022:                DEI benchmark scores finalized
		- July 20, 2022:           DEI top scoring companies announced
* **85% OF THE INCLUSION WORKS COMPANIES PARTICIPATED IN THE 2021 DEI:**

The 2021 average DEI score for the Inclusion Works companies was 95%, up from an average score of 90% in 2020.

* **GLOBAL DISABILITY EQUALITY INDEX (GLOBAL DEI) PILOT REGISTRATION DEADLINE IS AUGUST 13, 2021:**

The Global DEI will help multi-national companies build a disability inclusion roadmap, provide benchmarking within operations outside of the U.S., and identify industry strategies. The international benchmarking pilot will not be weighted or scored, and there is no charge to participate. The deadline for submission of Global DEI responses is October 1st with findings reported on December 3rd. To register or for more information, please contact Dorothy Garcia, Senior Manager, Global DEI: Dorothy@Disabilityin.org

* **31 YEARS OF THE AMERICANS WITH DISABILITIES ACT (ADA):**

To celebrate the ADA anniversary, OFCCP has published resources to help federal contractors promote disability inclusion in their workplaces such as the [**Reasonable Accommodations Pocket Card**](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTA3MjYuNDM2OTUzMDEiLCJ1cmwiOiJodHRwczovL3d3dy5kb2wuZ292L2FnZW5jaWVzL29mY2NwL2NvbXBsaWFuY2UtYXNzaXN0YW5jZS9vdXRyZWFjaC9yZWFzb25hYmxlLWFjY29tb2RhdGlvbi1wb2NrZXQtY2FyZD91dG1fY2FtcGFpZ249JnV0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSJ9.inbiiCpnz85caf3qWTpnEvutH-Sdkwo4mmfQ34K7QbM/s/673269848/br/109888604342-l), the [**Disability Rights Fact Sheet**](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDMsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTA3MjYuNDM2OTUzMDEiLCJ1cmwiOiJodHRwczovL3d3dy5kb2wuZ292L3NpdGVzL2RvbGdvdi9maWxlcy9vZmNjcC9yZWdzL2NvbXBsaWFuY2UvZmFjdHNoZWV0cy9GQUNUX0Rpc2FiaWxpdHktU2VwdDE2X0VOR0VTUUE1MDhjLnBkZj91dG1fY2FtcGFpZ249JnV0bV9tZWRpdW09ZW1haWwmdXRtX3NvdXJjZT1nb3ZkZWxpdmVyeSJ9.xT6yiNoimP5UlPXn5K481-WZzLvu475kq306UKVKMpM/s/673269848/br/109888604342-l), and the [**Disability Inclusion Starts With You**](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDQsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTA3MjYuNDM2OTUzMDEiLCJ1cmwiOiJodHRwczovL3d3dy5kb2wuZ292L2FnZW5jaWVzL29mY2NwL2NvbXBsaWFuY2UtYXNzaXN0YW5jZS9zZWxmLWlkLWZvcm1zLXZpZGVvP3V0bV9jYW1wYWlnbj0mdXRtX21lZGl1bT1lbWFpbCZ1dG1fc291cmNlPWdvdmRlbGl2ZXJ5In0.g2Hxgje_j5QjMaFC4irOFEIR8BIW8Qmyc3Dj9K8GpAg/s/673269848/br/109888604342-l)video to promote greater self-identification.

* **SUPPORTING WORKERS WITH LONG COVID:**

### The Office of Disability Employment Policy (ODEP) has developed a new webpage that centralizes information and resources titled: [Supporting Workers with Long COVID](https://www.list.cornell.edu/t/125775073/84875602/1203005/1004/).

* **OFCCP HAS PUBLISHED ITS ANNUAL REPORT ON ITS SECTION 503 FOCUSED REVIEW AUDITS:**

The OFCCP [Annual Report on Section 503 Focused Review Audits](https://www.dol.gov/sites/dolgov/files/OFCCP/Section503-FocusedReviews/files/508_Section-503-2020-Annual_Report_01282021.pdf) provides information on disability inclusion, accessibility, and accommodations based on actual information obtained during audits of some of America’s largest companies.

* **NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM) THEME ANNOUNCED, *AMERICA’S RECOVERY: POWERED BY INCLUSION:***

[View the National Disability Employment Awareness Month resources](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDEsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTA1MjEuNDA5MDI4MzEiLCJ1cmwiOiJodHRwczovL3d3dy5kb2wuZ292L2FnZW5jaWVzL29kZXAvaW5pdGlhdGl2ZXMvbmRlYW0ifQ.bcLCc1hMcUdDFbVLsAS68edEWN800snLlR1Cyz_DSn8/s/743174869/br/106786172070-l)with a calendar of daily suggestions for observing NDEAM throughout the month of October 2021.

* **ACTIVITIES OF THE DISABILITY:IN GLOBAL ROUNDTABLE AND APAC, EMEA AND LATAM COUNCILS:**

The Disability:IN Global Roundtable and its 3 Regional Councils in APAC, EMEA and LATAM are interactive forums for business leaders to engage with peers across industries on disability inclusion policies, programs, and trends in the U.S. and around the world. The following are events planned by the 3 Regional Councils. If you would like to get involved, please email Kate Calcutt: Kate@Disabilityin.org

o   APAC Council *Disability Advantage Conference*: April 20-22, 2022, Google Tokyo Events Center, sponsored by Accenture and Google with Intel and Disability:IN. The APAC Conference is an in-person event by invitation only.

o   EMEA Council *Disability Inclusion Virtual Summit*: October 13, 2021. Summit topics are: *Creating a Culture of Inclusion; ERGs/BRGs, Recruitment Strategies, & Regional Regs and Law Impacting Disability Employment.* Please register by October 6, 2021: [EMEA Summit Registration](https://forms.office.com/Pages/ResponsePage.aspx?id=m4o2JXpLH0iZF5pnySh2tKYZDWlZ9GRFlHzh877gJeFUOUI3SlVIVFA0NTk2RVpRTzBXQlZFVTRSTC4u&wdLOR=c1800FFF9-8AD5-40B8-A469-4D846C8FC3CB)

o   LATAM Council Webinars: 5 webinars scheduled in 2021-2022. The second webinar is *Mental Health in the Latin American Workplace in the Age of COVID-19*, October 19, 2021, 12 Noon–2:00 PM U.S.ET: [LATAM Webinar Registration](https://forms.office.com/Pages/ResponsePage.aspx?id=m4o2JXpLH0iZF5pnySh2tKYZDWlZ9GRFlHzh877gJeFUQ0hXRUVDUDY5QURKSzhaUFlUS0Q1SFhDVi4u). Please register by October 9, 2021.

* **DISABILITY:IN RESOURCES AVAILABLE TO INCLUSION WORKS COMPANIES AND THEIR EMPLOYEES:**

o        [IW Resource Library](https://disabilityin.org/what-we-do/inclusion-works/password-protected-page-for-participating-companies/) **Password:** IW2020 (Password is case sensitive)

o        [Disability:IN Corporate Partners Portal](https://nam06.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdisabilityin.org%2Fresources2%2Fcorporate-partners-portal%2F&data=02%7C01%7Cdafu%40linkedin.com%7C064276d2dba944d8212b08d81884b155%7C72f988bf86f141af91ab2d7cd011db47%7C1%7C0%7C637286305471390580&sdata=cxewdHOXNmbzijdtPcvDRh%2B%2FW7ZtsLY3n6ZawiCqOlQ%3D&reserved=0) **Password:** DisabilityAdvantage (Password is case sensitive)

o        [Disability:IN Resume Database](https://resumedatabase.disabilityin.org/) with hundreds of resumes of talent with disabilities: Username: InclusiveRecruiter Password: YourNextHire (Username and Password are case sensitive)

o        [Join a Disability:IN Committee](https://disabilityin.org/what-we-do/committees/) For more information contact Jordan Krug: Jordan@Disabilityin.org

o        [Infographic on Global Disability Employment](https://disabilityin.org/resource/infographic-global-disability-employment/)

o        [10 Disability Inclusive Illustrations](https://disabilityin.org/resource/disability-inclusive-illustrations/)

o        [3 Disability Inclusive Posters](https://disabilityin.org/resource/disability-inclusion-posters/)