**Disability Equality Index Overview**

* The Disability Equality Index® (DEI) is the world’s most comprehensive benchmarking tool for the Fortune 1000 and Am Law 200[[1]](#footnote-1) 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 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 seventh year, the DEI exists to help businesses make a positive impact on the unemployment/underemployment of people with disabilities.
* In 2021, 319 corporations, including 67 Fortune 100, 164 Fortune 500, and 180 Fortune 1000 utilized the DEI to benchmark their disability inclusion efforts.
* The 2021 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 2021, following the global pandemic, the [DEI was modernized to add new non-weighted questions](https://disabilityin.org/disability-equality-index/modernizing-the-disability-equality-index-2021-updates/) about innovative technology to advance digital and remote accessibility; mental wellness benefits; services for Deaf and hard of hearing employees, and flexible work options.
* 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 2021, out of 319 participants, 191 companies received a score of 100; 58 companies received a score of 90 and 23 companies received a score of 80.

**Pre-Approved Quotes from Disability:IN & AAPD:**

* "We are so pleased to partner with 319 companies this year on the Disability Equality Index. Part of corporate commitment to disability inclusion is recognizing your stance and using it as an 'aha moment' to drive the business investments needed to scale change. Inclusion and accessibility cuts across the enterprise, from cultural representation in the workforce, to technology acceleration, to incorporating supply chain diversity. These are tangible opportunities that leading companies can leverage to create sustainable impact for their business and brand."-Jill Houghton, President & Chief Executive Officer, Disability:IN
* “The Disability Equality Index shines a spotlight on companies that believe they have a stake in creating a more equitable society for people with disabilities. It is a conduit for our work championing disability rights for the 60 million Americans with disabilities and knocking down barriers to employment, technology and healthcare, and we're thrilled to see the progress being made today.”– Maria Town, President and CEO of AAPD

**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](http://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 50+ million Americans with disabilities. Learn more at: [www.aapd.com](http://www.aapd.com).

**About Disability:IN®**

Disability:IN is a global organization driving disability inclusion and equality in business. More than 270 corporations trust Disability:IN to activate and achieve disability inclusion across their enterprise and in the broader corporate mainstream. Through the world’s most comprehensive disability inclusion benchmarking; best-in-class conferences and programs; and expert counsel and engagement, Disability:IN works with leading businesses to create long-term business and societal impact. Join us at [disabilityin.org/AreYouIN](http://disabilityin.org/AreYouIN) #AreYouIN.

1. America’s top 200 revenue grossing law firms. [↑](#footnote-ref-1)