THE FORGOTTEN DIVERSITY SEGMENT

DISABILITY AND AMERICA’S WORKFORCE

20% of the U.S. population has a disability.
People with disabilities are the largest minority group in the country.
At 79%, people with disabilities have the highest rate of unemployment or underemployment.

NOD AND SIROTA STUDY

PURPOSE
To better understand the employment experience of people with disabilities.

GOALS
Raise awareness in companies about the experience of people with disabilities in the workplace.

SCOPE
The study was the first of its kind in terms of both size and scale.

RESULTS

800,000
The number of employees surveyed

5 YEARS
The length of the study

Many of the largest differences were around the relationship between employee and the company.

The greatest difference, however, was that employees with disabilities felt there was less opportunity for advancement in their current positions and reported they felt less frequently encouraged to advance.

The factors that distinguished engaged employees with disabilities from those that are disengaged included:

Feeling communicated to from management
A job that makes good use of their skills and abilities
Having the opportunity to receive additional training and learn on the job
Being involved in decisions

BOTTOM LINE: What makes people with disabilities happy is the same as what makes people without disabilities happy in the workplace.

TAKE THE DIVERSITY CHALLENGE

Make your workplace more diverse to include employees with disabilities by taking the diversity challenge:

1. THINK DIFFERENTLY
   It’s ability, not disability, that counts. Leave your perceptions behind—what you think you know about disabilities is likely wrong.

2. BE DELIBERATE
   Establish a plan and drive forward. Know what success looks like for your company and don’t aim too low.

3. BE DEDICATED
   Disability employment happens in a movement, not a moment. Push through challenges and obstacles to be more inclusive.

CONNECT WITH NOD

NATIONAL ORGANIZATION ON DISABILITY

www.nodo.org
www.nodo.org/styleselector
www.nodo.org/styleswitcher