When the National Organization on Disability was founded in 1982, it was the first organization in the United States to represent every person with a disability, regardless of particular needs or circumstances. To have a disability is to belong to a large extended community — one out of every four Americans fits the description — that includes immense diversity, but also common threads of shared experience.

Our mission has always been to break down the barriers that fence people off from the wider community. Today, we focus the whole of our energy on eliminating the most wasteful and isolating of all those barriers: the artificial gulf that keeps tens of millions of people out of the productive workforce.

We work with employers to find, welcome, and promote talent with disabilities and to ensure that those employees have the means to succeed. From our Disability Employment Tracker™ benchmarking tool and trainings for managers and co-workers, to talent acquisition for every segment of the workforce, we offer the most complete suite of advisory services. Each of these is
rooted in extensive data and analysis, ensuring that every service is market tested and data-driven. We meet employers where they are and walk alongside them on the journey from initial exploration, through stage after stage of improvement, all the way to full disability inclusion.

Our Corporate Leadership Council is not only a network for companies to learn new techniques, it’s a forum that identifies “what’s next” and shapes new practices. Our Look Closer campaign tells success stories about employees with disabilities to an ever-increasing audience, now numbering over 100 million.

Most of all, NOD is committed to a simple, but profound mission: to ensure that no talent, no ability, no human potential goes to waste; that everyone who aspires to contribute and achieve can participate in the labor market; and that society values our ability, welcomes our energy and rewards our dedication to excellence.

Gov. Tom Ridge, Chairman & Carol Glazer, President, National Organization on Disability

We envision a world where all people with disabilities enjoy full opportunity for employment, enterprise and earnings, and employers know how to make the most of our talents.
We help employers put ability to work.

OUR STRATEGY

OUR APPROACH

NOD is the national leader in helping businesses tap the disability labor force. We don’t just analyze, advise, and assess; we make the journey with companies. Our strength derives from our mission and history, from the extent and quality of the services we offer employers, from our personal experiences of disability and how it plays out in the community and the workforce, and from the leadership we mobilize to ensure that people with disabilities can achieve the dignity, fulfillment, and financial independence that comes from productive employment.

We are a partner to business, education, service providers, government, philanthropy, and, most of all, to the tens of millions of Americans with disabilities eager to work and ready to take a full and equal role in our national progress.

For us, and for the donors and foundations who generously support us, the labor market is not just an exchange place for employers and employees. It is the gateway to individual accomplishment and independence. We have focused our entire mission on achieving equity in the workforce, because that is where ability contributes to national prosperity, to business success, and, most importantly, to personal satisfaction and growth.

For NOD, every unused talent is a promise unkept, a hope defeated — because in the labor market, as in every aspect of life...it’s ability that counts!
2018-2019 HIGHLIGHTS

In 2013, NOD launched the Disability Employment Tracker™, a free, confidential survey that lets companies assess their disability employment practices and compare them with other employers — both the average and the very best. Not only does the Tracker provide a company with a benchmark of its performance, but that data is anonymously incorporated into our growing, nationwide database on industry workforce practices. So the information flows both ways. Companies learn how they are doing and how they can improve based on real world data, and with every additional company using the Tracker, the database grows richer and more powerful. Those companies scoring in the top quartile on the Tracker are also awarded NOD’s Leading Disability Employer Seal™.

“NOD speaks the language of business and of disability. They understand performance. They are at home with metrics. They think with data. And they know firsthand the management techniques that turn good intentions into efficient, durable solutions. That is why DiversityInc requires all companies competing for the DiversityInc Top 50 Award, to take NOD’S Disability Employment Tracker survey.”

– Luke Visconti, Chairman and Founder, DiversityInc

In 2018 and again in 2019, over 200 companies took the Tracker survey, representing a combined total of 18 million employees. Looking ahead to 2020, NOD will mine the seven years of trend data we’ve collected from nearly 300 unique companies to report out on disability workforce trends. Companies completing the Tracker in 2019 exhibited positive growth in several areas:

» 69% of HR generalists were trained in disability employment needs, up from 13% in 2018
» 89% of companies had an employee resource group (B/ERG or equivalent) for employees with disabilities, up from 64% in 2018

However, top-line change in the disability employment landscape remains slow, indicating that there is yet much work to do:

» Companies reported an average disability workforce self-identification rate of only 4.02% in 2019, compared to 3.90% in 2018
» Only 13% of federal contractors surveyed in 2019 reached the 7% disability workforce target set by the U.S. Department of Labor

The Disability Employment Tracker™ measures performance in five areas, plus an optional veterans inclusion section.

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To discover how businesses are progressing in their disability inclusion journey, the Disability Employment Tracker examines five essential inclusion areas: Access & Planning, Assessment + Planning, Results from the 2019 Disability Employment Tracker, Raising the Bar, and Building the Business Case. This report highlights the most important findings for companies seeking to improve their disability inclusion practices.

At NOD, the most concrete expression of our vision is our Corporate Leadership Council, a network of executives and senior managers leading disability inclusion efforts within their companies. Members share insights on trends and techniques; they gain inside access to NOD's expertise and members-only web portal, and they become adept at promoting inclusion within their own companies. They also gain national recognition as diversity & inclusion leaders. At NOD, the most concrete expression of our vision is our Corporate Leadership Council, a network of executives and senior managers leading disability inclusion efforts within their companies. Members share insights on trends and techniques; they gain inside access to NOD’s expertise and members-only web portal, and they become adept at promoting inclusion within their own companies. They also gain national recognition as diversity & inclusion leaders.

In 2018, ten new companies joined NOD’s Council, and the number of new members grew to twelve by the close of 2019. By 2020, we expect to have a total of 75 companies onboard. The six Corporate Leadership Council events we held in 2018 and 2019, featuring topics such as "Closing the Trust Gap: Encouraging Self-ID," "Managing Change from the Middle," and "Mental Health Disabilities in the Workplace," were consistently well reviewed by all attendees.

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"As a twin sister of a sibling with a disability, employment is something that I spend quite a bit of time thinking about. First and foremost, EY is part of NOD’s Corporate Leadership Council, which provides us with a great opportunity to share experiences and to learn from peers about leading practices and common challenges. NOD has established a very powerful business model for innovative practices. That’s a tremendous step forward for our field.”

- Laura Giovacco, Partner, Financial Services Office, EY
"Maryellen Reardon, Ph.D. of Prudential Financial, has experienced severe hearing loss for the past 20 years. Her employer gave her a laptop that had closed-captioning capability so that she could participate in meetings. Inclusive design is “the reality of what you as companies do for your customers,” said Carol Glazer, NOD president, noting that such design benefits the company commercially.”

“Today more than 80 percent of working age Americans with disabilities do not have employment,” says Ozzie Martinez, chief administrative office at Kaiser Permanente.

Kaiser has partnered with the National Organization on Disability to create programs that make a difference in the lives of people with disabilities.

“We need the talent wherever we can get it. Whichever way it’s packaged. There is a shortage, particularly in our skills areas,” said Lori Golden, who is leading the charge at EY to hire more people with disabilities.

“Some companies are designing programs to reach out to workers with disabilities, such as accounting firm Ernst & Young, which has a disability network and inclusiveness program,” Glazer said.

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FEEDBACK ON OUR 2019 EVENTS

“Great event with an assortment of topics relevant to our businesses—across sectors, across industries.”

– KPMG employee

“First time here. Many takeaways and learnings today.”

– Comcast NBCUniversal employee
2019 Corporate Leadership Council Forum featuring: Luke Visconti, Chairman and Founder, DiversityInc + NOD Vice Chairman; Admiral John M. Richardson, Former Chief of Naval Operations, U.S. Navy; and Dr. Ronald L. Copeland, Senior Vice President and Chief Equity, Inclusion and Diversity Officer, Kaiser Permanente + NOD Board Director

1 – Poor
2 – Fair
3 – Good
4 – Very Good
5 – Excellent
Not Answered

2019 ANNUAL FORUM: RESULTS FROM THE ATTENDEE SURVEY

Plenary Session I – The Modern Workforce: Creating and Leading Inclusive Cultures with KPMG & PwC

Plenary Session II – Leading from the Middle: In Conversation with New York University’s Ellen Schall

Plenary Session III – The Crossroads of Compliance, Disclosure & Trust with Dept. of Labor Director Craig Leen

Keynote Speech - Overcome Friction with DiversityInc’s Luke Visconti, Navy Admiral John Richardson, & Kaiser Permanente’s Dr. Ronald Copeland

Plenary Session IV – Shift Communications: Breaking Barriers with Technology with Spectrum & Intel

Plenary Session V – Hiring Engagements: Out with the Old, In with the New with Foot Locker

2019 Corporate Leadership Council Forum featuring: Tom Ridge, Former Governor of Pennsylvania & First Secretary of Homeland Security + NOD Chairman; Luke Visconti, Chairman and Founder, DiversityInc + NOD Vice Chairman; Robert David Hall, Actor and Disability Advocate + NOD Board Director; Brad K. Hopton, Partner, Corporate Tax Advisory Services, PwC + NOD Board Director; and Carol Glazer, President, National Organization on Disability

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

1 9 25 50
2 12 37 32
3 19 28 41
4 9 18 56
5 10 36 38
6 17 28 32

Not Answered
INNOVATION: CAMPUS TO CAREERS

A critical component of NOD’s strategy is innovation: identifying gaps in disability employment policy and practice, and then designing, testing, and evaluating new approaches to job creation at scale.

One such innovation, NOD’s Intensive Career Transition Support Model”, is still widely used by the U.S. Department of Veterans Affairs and nonprofits to help veterans with service-related disabilities return to the civilian workforce after combat. With Bridges to Business, NOD turned the accepted rehabilitation service model on its side. This program was the first-ever to operate with a demand-focused, or employer-first, approach to disability employment.

All of these innovations were funded by private philanthropic organizations, the “venture capital” of the nonprofit sector. Campus to Careers is NOD’s latest innovation project, funded throughout the project by JP Morgan Chase, UPS, Coca Cola, Prudential, Roosevelt Warm Springs Foundation and The Boston Foundation.

Only 25% of college graduates with disabilities have a job, compared with 76% in the general population. Yet our employer partners tell us that their experience recruiting on campus for mid-level professional positions is woefully inefficient. This is clearly a gap that needs to be filled.

Through NOD’s Campus to Careers pilot program, now entering its fourth and final year, we’re working with a cohort of seven employers and eight universities1 in Massachusetts. With critical input from these partners, we’re experimenting with methods to make the campus recruiting experience more productive for employers and students with disabilities.

By the end of 2020, we’ll complete the pilot, issue a final project evaluation, and cull what we’ve learned into a new service offering that connects employers to a pipeline of students and graduates with disabilities.

1 University Partners: Brandeis, College of the Holy Cross, Northeastern, University of Massachusetts Amherst, Dartmouth and Lowell campuses, Western State University and Worcester State University. Employer Partners: Deloitte, JPMorgan Chase, Partners Healthcare, PwC, Raytheon and Spaulding Rehabilitation Network.

“Raytheon is excited to continue the partnership with Campus to Careers. This is our third year in the partnership. NOD has been a true business partner. They have listened to our feedback and reacted accordingly to address our business needs to identify more engineering candidates to support our hiring goals.”

– Jim O’Neill, Enterprise University Programs Project Manager, Raytheon

“My involvement with Campus to Careers has been a pivotal experience in helping to acclimate me to the working world. Using the skills that the Campus to Careers program taught me, I landed an internship with the number one asset wealth management firm. Without the support of Campus to Careers, I could be one of the many unemployed college students with disabilities.”

– Deanna Ferrante, Senior, University of Massachusetts Amherst
Armed with information from the Tracker, NOD works side-by-side with management to identify needs and opportunities and chart a path to improve our client’s disability inclusion initiatives. We assess current practices in depth and assemble a plan to advance. We offer an assortment of services to meet each company’s particular need, from developing talent pipelines in targeted locations and connecting employers with the most outstanding recruitment programs to training on disability awareness.

Our team is comprised of leaders from the for-profit HR sector, as well as those who understand the full array of programs available to job seekers with disabilities.

In 2018 and 2019, we provided the following services to 20 companies, while updating and enriching our services as our data and experience grew:

» Customized Disability Awareness Trainings for staff and management
» Executive Briefings offering a deep dive into a client’s Tracker data
» Hiring Engagements to source, onboard, and develop talent
» Assistance in starting and growing Employee/ Business Resource Groups
» Universal Design Audits on the physical workplace and IT systems

“I’d highly recommend the National Organization on Disability as a partner on your initiative to find, recruit and employ great talent. They’ve been a fantastic partner to us and most importantly, it wasn’t about them having a canned program that they would roll out to every employer. They truly take the time to understand you, understand your business, understand the opportunities in your business and really match those up. They really work with you to make something right for your company. If anybody were to ever ask me if I’d work with the National Organization on Disability, my answer is a heartfelt ‘yes!’

- Chris Joyce, Director of Operations, REI

PROFESSIONAL SERVICES

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TIMES SQUARE LAUNCH

Launched in October 2018 with a billboard in New York City’s Times Square, the Look Closer campaign is breaking down the stigma of disability, and recasting Americans with disabilities as a capable and untapped talent pool – ready, willing and able to supply the ingenuity needed in the 21st century.

Powered by nine companies, Look Closer has amassed more than 50 stories of successful employees with disabilities on its dedicated micro-site. Through the campaign, NOD also shares “how to” guides on for companies inspired to welcome disability inclusion in their workplace.

The campaign, which stretches across digital, print, out-of-home, and traditional broadcast mediums, has:

» Reached over 110 million people since launching in October 2018
» Aired more than 4 million public service announcements (PSAs) on national broadcast and digital/streaming TV
» Featured celebrity spokespeople, including first Homeland Security Secretary Gov. Tom Ridge; CSI: Crime Scene Investigator actor Robert David Hall; and Paralympian and Rhodes Scholar Bonnie St. John
CAMPAIGN PARTNERS ARE:

CAMPAIGN IMPACT:
+44% Increase in Media Impressions
+44% Increase in Donated Media Ad Value Equivalent

CAMPAIGN IMPACT ON TOTAL NOD OWNED MEDIA

CAMPAIGN IMPACT ON TOTAL NOD EARNED MEDIA

LOOK CLOSER CAMPAIGN
FIRST YEAR IMPACT + ACHIEVEMENTS

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APRIL 17, 2019 – “Employment for Americans with disabilities remains one of the great unfulfilled promises of the 1990 Americas With Disabilities Act. The law has improved lives in many significant ways. And while some employees have taken important steps in inclusion and hiring, most are not fully tapping that rich talent pool of 20 million people with disabilities who are ready to work.”

- Gov. Tom Ridge, NOD Chairman.

COMMUNICATIONS AND ADVOCACY

Far beyond the circle of committed employers and the boundaries of private industry, NOD’s dedication to communications and advocacy is at the core of who we are. Our thought leadership is sought after by businesses, the media, foundations, and officials in Washington. It’s what enables us to scale what we’re learning about effective practice across all of our other activities. That is why we have always invested in communications, and why, as the need has arisen, we bring our voice to important policy issues.

In 2018 and 2019, our message about our partners’ successful disability employment practices were featured across NOD’s digital platforms, as well as within notable media outlets. In the last year alone, we’ve amassed over 725 million earned media impressions; we’ve provided expert commentary for the New York Times, Wall Street Journal, and Washington Post, and we’ve been tapped for interviews by Comcast’s Newsmakers, and Washington D.C.’s ABC and Fox affiliates, among others.
In 2018, we first convened the Policy Roundtable, a group comprised of 17 of the nation’s largest disability organizations. Together, the Roundtable members selected two disability employment priorities to work on collectively: (1) eliminating Section 14(c) of the Fair Labor Standards Act, which allows employers to pay less than minimum wage to disabled workers; and (2) promoting business-friendly enforcement of Section 503 of the Rehabilitation Act of 1973, which requires federal contractors to set a 7% disability workforce target.

The Policy Roundtable continues to educate federal agencies and elected officials about these priorities, and in 2019, we held a congressional reception for Corporate Leadership Council members, leaders in the disability field, and legislators from the U.S. House of Representatives and Senate. Later in the year, our Chairperson, Governor Tom Ridge, who spent 12 years as a Pennsylvania congressman, spent two days on Capitol Hill educating six senators about the discriminatory practices of Section 14(c).

Our work with the Roundtable will continue in 2020.
In 2018 and 2019, the Coca-Cola Foundation provided critical seed funding for the Campus to Careers demonstration; the Ford Foundation, both a client for NOD's professional services and a funder, provided the dollars that powered the Policy Roundtable and our communications agenda; and the UPS Foundation, a longtime funder and one of NOD's most dedicated partners, supported the Look Closer campaign.

The goal of putting every ability to work is a calling to everyone—business, government, civil society, and philanthropy—innovating and acting together. Philanthropy in particular provides the critical dollars that fuel this innovation, as well as the innovative policies and programs that result.


In 2016, NOD was selected as one of twelve of the country’s most promising nonprofit organizations addressing chronic poverty and joblessness, by the New York City-based Heron Foundation. Heron’s dollars were matched by others including Cookie Jar Ford, Prudential, Hearst, May and Stanley Rad Charitable Trust, and several NOD Board Directors, to enable NOD to grow its services to employers; and to add corporate executives with expertise in disability inclusion to our Board of Directors.

PHILANTHROPY AND NOD

"When you are dealing with a trusted partner like NOD they are going to work hard and work smartly...they always deliver and that’s the consistency that you see in a trusted partner like the NOD."
- Rodger L. DeRose, President and Chief Executive Officer, Kessler Foundation

Video of Ford Foundation President Darren Walker’s speech while being honored for his commitment to promoting equality for people with disabilities.

The Coca-Cola Foundation provides critical seed funding for NOD’s Campus to Careers program connecting students with disabilities to hiring employers.
Carol Glazer, President

Over ten years as President, Carol has transformed NOD into a premier national resource to businesses on disability inclusion. Over that time, Carol has become a sought-after thought leader, whose opinions have been published and cited in the *Washington Post*, *Huffington Post*, NBC News, and elsewhere. Carol has two children, one of whom was born with hydrocephalus and has physical and intellectual disabilities. Carol has spoken frequently on the topic of mental health disabilities given her diagnosis of parental post-traumatic stress disorder in 2014.

Charles Catherine, Special Assistant to the President

Charles serves as the Special Assistant to the President. With a background in global health, Charles served as the Executive Director of the Surgeons of Hope Foundation. Charles is also a classical pianist of 25 years, a marathoner, and an elite triathlete. Charles is visually impaired due to retinitis pigmentosa, a disease that affected his vision starting at birth, with a complete loss of sight by his 20’s.
Howard Green, Deputy Director, Professional Services
A published author on employment for people with disabilities and a faculty member of the Virginia Commonwealth University, Howard uses his extensive experience to provide training and to build relationships between companies and the rehabilitation programs that serve people with disabilities. He has been with NOD for ten years.

Priyanka Ghosh, Director of External Affairs
As Director of External Affairs, Priyanka leads strategic communications and marketing initiatives that engage, mobilize and advance the mission and brand for the organization. A seasoned communications specialist, she brings over a decade of global experience including working with the United Nations across different mandate areas.

Amber Cecil, Associate Director, Brand Strategy
Utilizing her experience in non-profit management and her digital marketing and design skills, Amber supports NOD’s marketing and communicating initiatives. She has been with NOD for 7 years.

Moeena Das, Chief of Staff
As Chief of Staff, Moeena oversees finance, talent, operations, and strategic initiatives for NOD. She has previously worked in immigrant rights, environmental conservation, and global health sectors. Moeena is deaf and has been involved in disability inclusion since her high school years, where she was actively involved in deaf theater.

Ramona Cataldi, Deputy Director, Employer Services
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Margaret Ling, Project Assistant, Employer Services & Office Manager
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Michael Stein, J.D., Ph.D., Executive Director, Harvard Law School Project on Disability