In 2017, the Tracker measured practices and outcomes of 175+ companies— that together employ over 10.1 million workers.

**What is the Tracker?**

The Disability Employment Tracker™ examines five essential inclusion areas:

- **Competence**
  - C-suite topic
  - Self-identification campaign
  - ERG/BRG impact
  - Local hiring efforts
  - Disability inclusion skills & accountability
  - Integrated accommodation process

- **Compliance**
  - Disability inclusion policy
  - Hiring & retention goals
  - Community outreach
  - Self-identification survey & reporting
  - Workplace ADA compliance audit
  - Documented accommodation process

- **Exploration**
  - Internal discussions
  - External scanning
  - Associations & conferences
  - Surveys & assessments

- **Competition**
  - Board-level topic
  - Demonstrated business results
  - Disability inclusion goals achieved
  - Embedded policies & practices
  - Accommodation institutional knowledge
  - Universally designed workplace
  - Disability inclusive employer brand

- **Climate & Culture**
  - People policies & practices
  - Workplace & technology
  - Talent sourcing
  - Strategy & metrics

**Who Takes the Tracker?**

In 2017, the Tracker measured practices and outcomes of 175+ companies— that together employ over 10.1 million workers.

- 1,000 or less: 5%
- 1,000 - 10,000: 23%
- 10,000 - 50,000: 44%
- 50,000+: 28%

Workforce size of responding companies.

**Progress Against Goals**

The most important disability inclusion driver is getting and keeping TALENT.

**PROGRESS IS SLOW**

On average, workforce representation of people with disabilities is below the Dept. of Labor target of 7%; only 7% of companies have reached that target.

**Current Workforce**

3.2%

Average percentage of employees identifying as having a disability.

**Certain industries are leading the way in adopting disability inclusion best practices**

2017 performance average of all companies: 62%
Companies with a **higher than average representation of people** with disabilities (> 4%) share these practices:

**STRATEGY & METRICS**
- Senior leaders discuss/publicly promote overall diversity
- Plan for improving disability inclusion practices
- Diversity champion accountable to drive disability strategy

**CULTURE & CLIMATE**
- Employee/business resource groups or affinity groups
- Disability-specific employee/business resource group with annual budget

**WORKPLACE & TECHNOLOGY**
- Universal design principles applied in new facility buildouts

---

Disability still lags behind overall diversity in some areas

<table>
<thead>
<tr>
<th></th>
<th>Diversity</th>
<th>Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Resource Groups</td>
<td>93%</td>
<td>59%</td>
</tr>
<tr>
<td>Senior Leader Public Promotion</td>
<td>94%</td>
<td>77%</td>
</tr>
</tbody>
</table>

Communication campaigns to raise disability self-identification rates not widely used and not generating expected outcomes, suggesting improvements are needed

<table>
<thead>
<tr>
<th></th>
<th>Implemented a disability self-ID campaign</th>
<th>If yes, self-identification rates increase</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Hard measures are not being used to drive accountability for developing disability inclusion skills

<table>
<thead>
<tr>
<th></th>
<th>Managers' performance reviews include disability</th>
<th>Employees' performance reviews include disability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>25%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Strong use of community partnerships to source talent, but companies are not seeing hiring results

<table>
<thead>
<tr>
<th></th>
<th>Has community partners to source candidates with disabilities</th>
<th>Has hired candidates sourced from these community partners</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>80%</td>
<td>53%</td>
</tr>
</tbody>
</table>

Veteran inclusion practices are trending high, but target employment outcomes remain low

- **22%**
  - Companies reporting workforce representation of veterans of 7% or more
  - (Dept. of Labor benchmark 6.9%)

---

**Advance Your Workforce**

**Veteran**
- **86%**
  - Track status in HRIS

**Veterans**
- **81%**
  - Track ratio of veterans hired to all hires

Haven’t taken the Tracker yet? Sign up at [NOD.org/tracker](http://NOD.org/tracker). Access extensive benchmarking and leading practices customized to your business goals with the Disability Inclusion Accelerator. Learn more at [NOD.org/accelerator](http://NOD.org/accelerator).

The Disability Employment Tracker™ was developed in partnership with The National Business and Disability Council at The Viscardi Center and Mercer | Sirota.