

Highlights of The Able Trust's 2020 Disability Inclusion and Employment Trends Survey

For more information: The Able Trust, Attn: Tony Carvajal, Tony@AbleTrust.org, 850.566.6232

DIVERSITY & INCLUSION: 87% of those who responded identified diversity inclusion as important to their hiring practices, with 49% reporting it as significant to their organization's hiring decision. When asked if they would place more or less emphasis on diversity and inclusion as they hire/rehire during the pandemic, 23% said they would place more emphasis on diversity & inclusion, 63% reported they would have about the same emphasis, while 4% would have less emphasis and 10% were unsure.

DISABILITY INCLUSION POLICIES & PRACTICES: Just less than half (48%) of the respondents had formal diversity & inclusion policies in place, though an additional 14% were unsure. 81% of those that had formal policies reported that their formal policies provided guidance on hiring persons with disabilities. Regardless of whether they had a policy in place or not, only 36% of all the respondents reported having a formal strategy for recruiting, hiring, or supporting persons with disabilities. The most common disability employment support strategies employed by those with a formal strategy in place included: a reasonable accommodations process (27%), offering disability awareness and sensitivity training to employees (23%), active recruitment of persons with disabilities (21%), and offering activities to make their company more inclusive (17%).

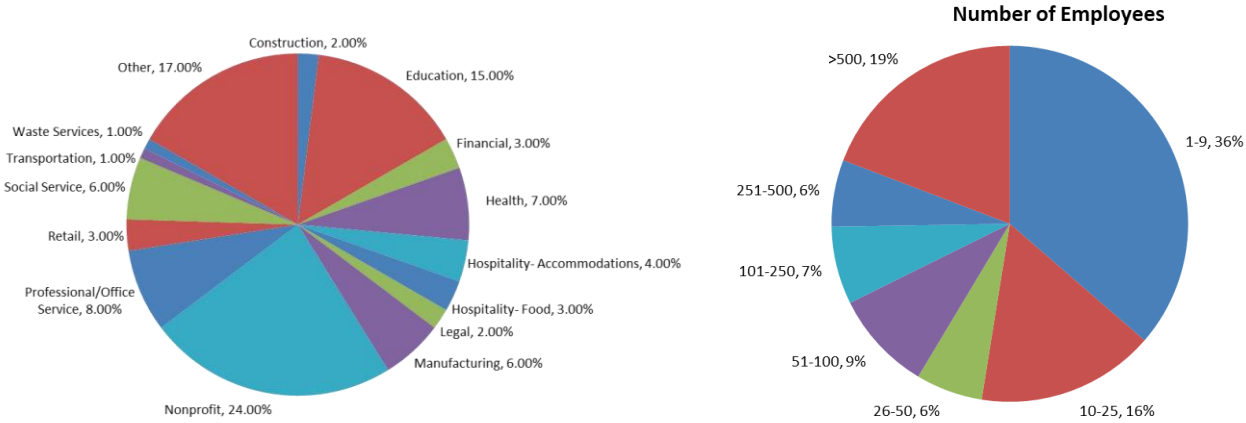
HIRING PRACTICES, PERCEPTIONS: Of all responses, 81% felt that persons with disabilities performed the same as persons without disabilities, and 15% even reported that persons with disabilities performed better than employees with no reported disabilities. Only 12% of the respondents thought that it was more expensive to hire a person with disability, with 85% of the respondents expecting that hiring a person with disability would be the same expense as hiring someone without a disability, and 3% even identified it as less expensive. With the increasing emphasis and need for remote work, it is worth noting that 1 in 6 would be more likely to hire a person with disability to work remotely, while 73% reported that they would be as likely to hire a person with disability to work in a remote setting.

COMFORT AND CONCERNS IN WORKPLACE: When asked how comfortable they thought their employees would be working with a person with disability, 3 out of 4 respondents reported that their employees would be comfortable working with a fellow employee with disabilities, with responses varying slightly by the type of disability.

Disability/Impairment	Very Comfortable	Comfortable	Uncomfortable	Very Uncomfortable
Physical/Mobility Impairment	58%	36%	4%	2%
Visual Impairment	38%	46%	12%	4%
Hearing Impairment	42%	45%	11%	2%
Mental Health Condition	29%	45%	20%	5%
Autism	35%	44%	18%	3%
Developmental Disability	32%	49%	15%	4%

When respondents were asked about the top reasons an organization might give for *not* hiring a person with disability, the top responses were: the work can't be done by people with disabilities (23%), concern about liability (23%), accommodations cost too much (18%), concern about workers' compensation (8%), concern about discomfort by our customers (7%), and no buy-in from management (7%).

ABOUT THE RESPONDENTS: More than 600 participated in the July 2020 survey from a broad range of industries and company sizes. Three-quarters of the employers were local, regional, or statewide enterprises, and 51% of total respondents had 25 or fewer employees, though a quarter of totals responses came from organizations with 251 or more employees. Two-thirds of the respondents had persons with disabilities in their workforce sometime over the past three years.



© The Able Trust, July 2020

For more information: The Able Trust, Attn: Tony Carvajal, Tony@AbleTrust.org, 850.566.6232