Highlights of the 2020 Disability Inclusion and Employment Trends Survey (July, 2020)

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 decisions. 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 3% would have less emphasis and 9% 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 this group included: a reasonable accommodations process (26%), 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 (16%).

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 without 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 as hiring someone without a disability, and 3% even identified it as less expensive. With the increasing emphasis and need on remote work, it is worth noting that 1 in 6 would be more likely to hire a person with disability if they can 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 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.

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 total 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.

Construction, 2.00%
Other, 17.00%
Education, 15.00%
Waste Services, 1.00%
Transportation, 1.00%
Financial, 3.00%
Social Service, 6.00%
Health, 7.00%
Retail, 3.00%
Professional/Office Service, 8.00%
Hospitality- Accommodations, 4.00%
Hospitality- Food, 3.00%
Legal, 2.00%
Manufacturing, 6.00%
Nonprofit, 24.00%

Number of Employees
>500, 19%
1-9, 36%
251-500, 6%
101-250, 7%
51-100, 9%
26-50, 6%
10-25, 16%