

Policy Not Politics



Diversity, Equity, and Inclusion in Disability Employment Policy
Women in Government Healthcare & Technology Summit

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Women In Government Healthcare & Technology Summit

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Diversity, Equity and Inclusion in Disability Employment Policy

**Emily Dickens, Chief of Staff, Head of Government Affairs and Corporate
Secretary, Society for Human Resources Management**

Rachel McGreevy, State Outreach Advisor, State Exchange on Employment and Disability

Washington State Representative My-Linh Thai

#WIGDistrict2District

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**BETTER WORKPLACES
BETTER WORLD™**

Breaking Down Barriers to Success

13% Foster **Inclusion**
Only 13% of organizations have disability-specific inclusion initiatives

39% Measure **Performance**
39% of HR professionals report that their organization doesn't track DEI metrics of any type

41% Increase **Communication**
41% of organizations have not communicated their practice or perspective regarding the employment of any untapped talent groups

42% Implement **Positive Change**
42% of organizations do not have a program in place regarding the employment of individuals with disabilities

Diverse Workforces **Work** for All

Organizations that put in the effort to build programs and expand their understanding of inclusion will be positioned to reap rewards

25% **Our Community**
Approximately 25% of adults have a disability

INDIVIDUALS WITH DISABILITIES

- Lower turnover rates, medical expenses, and time-off spend compared to non-disabled employees
- Meets federal contractor compliance

97% **Our Experience**
97% of HR professionals say that employees with disabilities regularly perform the same or better than their peers without disabilities.

35% **Performance Patterns**
Diverse organizations are 35% more likely to financially outperform their competitors

The COVID Impact

*Prior to COVID-19, the unemployment rate for individuals with disabilities was **double** that of their peers without.*

*Since the outbreak of the pandemic in March 2020, **1 in 5** workers with disabilities have been dismissed from employment, compared with 1 in 7 in the general population.*




Presenter Contact Information



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Emily M. Dickens

Chief of Staff, Head of Government Affairs & Corporate Secretary

 [Emily M. Dickens](#)