

CECP Pulse Survey

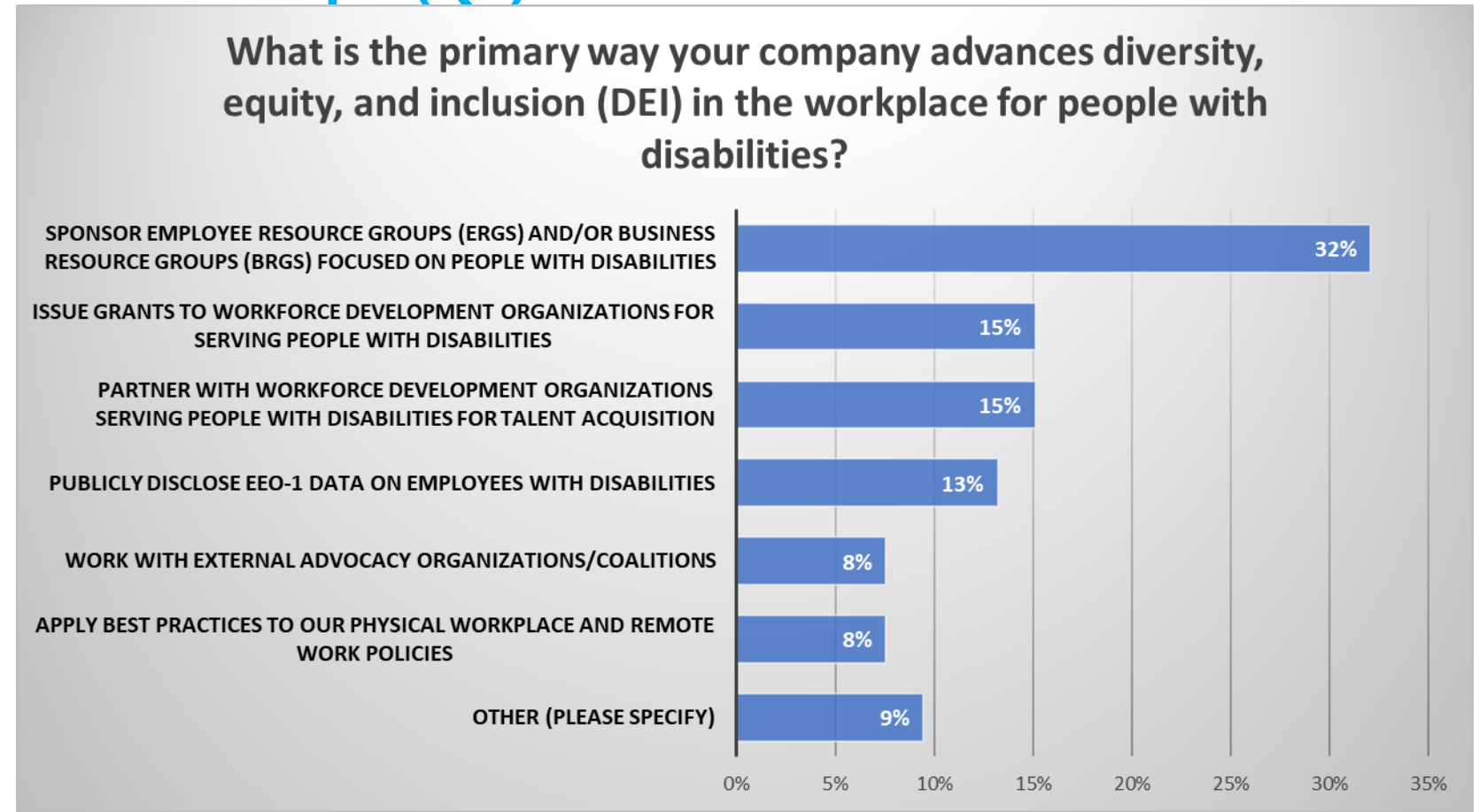
Topic: Disability Inclusion Pt.2
April 2023

CECP Pulse Survey Results

Topic: Disability Inclusion Pt.2 – Graph (Q1)

CECP's Pulse gathered insights on disability inclusion in the workplace.

53 respondents participated in the first Pulse question. The results are as follows:



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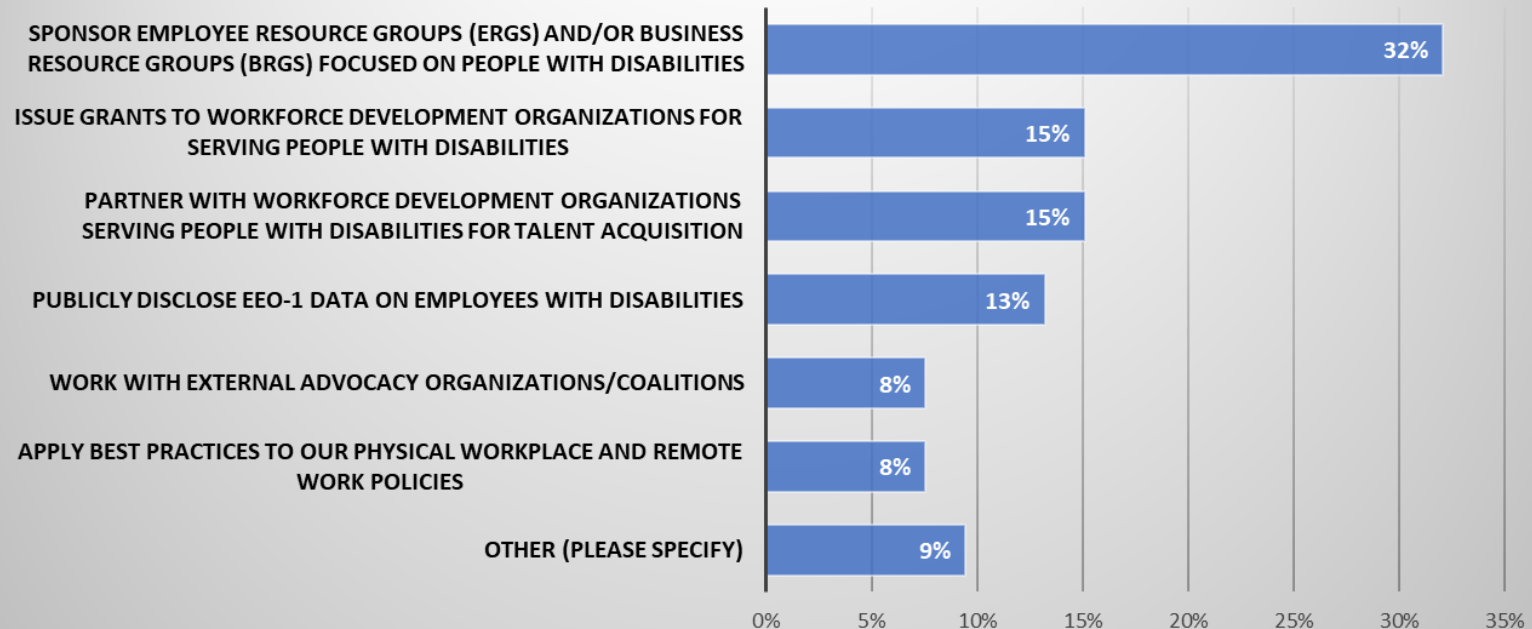


CECP Pulse Survey Results

Topic: Disability Inclusion Pt.2 - Summary (Q1)

The question asked about the primary way companies advance diversity, equity, and inclusion (DEI) in the workplace for people with disabilities. A significant proportion of respondents (32%) indicate that sponsoring employee resource groups (ERGs) and/or business resource groups (BRGs) focused on people with disabilities is their primary approach. Around 15% of companies partner with workforce development organizations serving people with disabilities for talent acquisition, while an equal percentage issue grants to such organizations. Publicly disclosing EEO-1 data on employees with disabilities is the chosen method for 13% of respondents. Smaller proportions of companies apply best practices to their physical workplace and remote work policies (8%) or work with external advocacy organizations/coalitions (8%). Lastly, 9% of respondents report using other unspecified methods. These findings suggest that companies employ various strategies to promote DEI for people with disabilities, with a strong emphasis on supporting ERGs and BRGs.

What is the primary way your company advances diversity, equity, and inclusion (DEI) in the workplace for people with disabilities?



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CECP Pulse Survey Results

Topic: Disability Inclusion Pt.2 - Data (Q2)

37 respondents participated in the second Pulse question below. The results are as follows:



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CECP Pulse Survey Results

Topic: Disability Inclusion Pt.2 – Summary (Q2)

37 respondents participated in the second Pulse question: **“What are the other ways your company advances diversity, equity, and inclusion (DEI) in the workplace for people with disabilities? (check all that apply)”**. The summary is as follows:

This question asked about the other ways companies advance diversity, equity, and inclusion (DEI) in the workplace for people with disabilities, with multiple options allowed. A large majority of companies (83%) work with external advocacy organizations/coalitions, while 75% apply best practices to their physical workplace and remote work policies. Half of the companies (50%) sponsor employee resource groups (ERGs) and/or business resource groups (BRGs) focused on people with disabilities and also publicly disclose EEO-1 data on employees with disabilities. Additionally, 33% partner with workforce development organizations serving people with disabilities for talent acquisition, and 17% issue grants to such organizations. No respondents selected "Other" as an option. These findings indicate that companies are adopting multiple approaches to promote DEI for people with disabilities, emphasizing collaboration with advocacy organizations and implementing best practices in the workplace after their primary approach.

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CECP Pulse Survey Results

Topic: Disability Inclusion Pt.2 – Summary (Q3)

9 respondents participated in the third Pulse question below. **“Where do you believe your company needs to make the most progress in the workplace for people with disabilities?”** The summary is as follows:

The third question asked where respondents believe their companies need to make the most progress in the workplace for people with disabilities. The largest proportion of respondents indicated that partnering with workforce development organizations serving people with disabilities for talent acquisition was a priority, followed by issuing grants to such organizations. A smaller number of respondents suggested applying best practices to their physical workplace and remote work policies or working with external advocacy organizations/coalitions. Interestingly, no respondents chose sponsoring employee resource groups (ERGs) and/or business resource groups (BRGs), publicly disclosing EEO-1 data on employees with disabilities, or the “Other” option.

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