

2026
Disability Index®
Report

The global snapshot of disability inclusion in business.

The Disability Index® is the global benchmarking tool that helps companies assess disability inclusion across their organization. 2026 marks a significant evolution of the Index, introducing an expanded global participation model, a streamlined question set, and a new maturity-based scoring framework designed to enhance the benchmark’s ability to help organizations drive progress over time.

METHODOLOGY

The Disability Index uses 76 weighted questions across nine categories, with each question being worth 1 point. Categories include: accessibility, accommodations, benefits, leadership, recruitment, supplier inclusion, career development, culture, and marketing and communications.

BY THE NUMBERS



WHAT THE FINDINGS SHOW



Foundations are taking hold.
The strongest adoption rates are concentrated in employee-facing practices:

- Minimum or living wage protections for employees with disabilities
- Mental health and well-being benefits
- Flexible or remote work accommodations



Enterprise-wide and systemic practices are the next frontier.
The practices with lowest adoption rates include:

- Disability representation on boards of directors
- Disability included in governance or board demographic disclosures
- Requiring suppliers or vendors to meet physical and digital accessibility requirements

Progress looks different across regions, with approaches greatly influenced by regional cultural and operating factors. The findings reinforce that enterprise strategy must be paired with regional activation.



APAC

65% have dedicated resources for verifying that purchased products or services are accessible, compared with 54% globally.

LATAM

80% report that their most recent annual report has been audited for accessibility, compared with 53% globally.

EMEA

57% have a supplier inclusion initiative supported by a public statement of commitment from a senior executive, compared with 49% globally.

NORAM

95% have written disability accommodation or adjustment procedures, compared with 83% globally.

USE THIS REPORT TO SPARK ACTION WITH YOUR TEAM

Share With	Send them this Section	Things to Consider
HR + Talent	Highest Adoption Rates + Methodology & Scoring	How are employee supports being accessed, applied, and measured across the organization?
Legal + Compliance	Lowest Adoption Rates + Regional Trends	How is disability inclusion reflected in governance and reporting?
Procurement + Vendor Management	Lowest Adoption Rates + regional supplier findings	How are accessibility expectations built into supplier selection, contracts, and remediation?
Product, Accessibility + Innovation	Shaping the Future of Work + adoption rates on accessibility findings	How is accessibility being considered in tools, platforms, products, and AI before launch?
Marketing & Communications	Marketing & Communications	How are we connecting with customers with disabilities and winning their business?
Executive Leadership	Highest/Lowest Adoption Rates + Conclusion	Which gaps need ownership, resources, and accountability in the next planning cycle?

GET THE FULL REPORT *Want the full picture?*

Download the **2026 Disability Index Report** to explore the findings and identify ways to advance disability inclusion across your business.

[Read the Full Report](#)

