2026 DISABILITY INDEX™ REPORT

Introduction & Scope

The global snapshot of disability inclusion in business.

As organizations navigate rapid technological change, evolving workforce expectations, increasing regulatory complexity, and the growing influence of artificial intelligence, disability inclusion is increasingly becoming an operational business capability rather than a standalone initiative. Organizations are being challenged to embed disability inclusion into the systems, governance, and decision-making processes that shape how business is done.

This year marks a significant evolution of the Disability Index, introducing an expanded global participation model, a reimagined question set, and a new maturity-based scoring framework, enhancing the benchmark's ability to help organizations integrate disability inclusion into core business operations.

The result is a significantly expanded and more globally representative dataset. The **2026 Disability Index** draws on submissions from **45 countries**, marking a nearly six-fold increase in global reach from the prior year. A total of **421 unique organizations** contributed **627 submissions** through enterprise-level and country-level participation, creating a broader and more operationally robust view of disability inclusion practices around the world.

DISABILITY INDEX™

2026 Disability Index Submissions

627 Submissions

421 Organizations

45 Countries

While the results demonstrate meaningful progress across regions, they also make clear that **progress is neither uniform nor automatic**. Outcomes are shaped not only by local operating, cultural, regulatory, and workforce realities, but by how effectively organizations translate enterprise priorities into locally relevant practices. For global organizations, this underscores the importance of strong regional leadership, governance structures, and feedback mechanisms that enable enterprise strategies to be implemented across regional contexts.

> ***The next era of disability inclusion will be defined by how effectively organizations embed it into the systems, governance, and operations that drive business.***

Significant variation remains in how disability inclusion is operationalized and measured. Sustained progress will increasingly depend on integrating disability inclusion into workforce strategy, technology decisions, governance, and other core business systems beyond those explicitly focused on disability inclusion and accessibility. Success will require organizations to build with agility and continuously adapt these systems as business environments evolve.

The pages that follow explore these patterns in greater detail, providing leaders with insights into how disability inclusion is evolving across regions, where opportunities for progress remain, and what organizations can learn from emerging practices around the world. Together, these findings provide leaders with practical insights for strengthening the systems, practices, and capabilities that will shape the next generation of disability inclusion.

Methodology & Scoring

The 2026 Disability Index leveraged a modernized set of 76 weighted questions spanning nine categories that are intentionally designed for assessing and analyzing how companies embed disability inclusion across core enterprise business practices. The modernized questions align to leading global sustainability and reporting frameworks, allowing companies that participate in the Disability Index and also have compliance mandates for reporting under such frameworks to glean rich insights about the maturity of disability-inclusive initiatives across their organization.

Scoring is objective, progress-focused, and maturity-based, giving organizations a clearer view of current performance and the actions most likely to drive improvement over time. Scores are distributed across one of six proficiency tiers intended to demonstrate relative maturity across the totality of the Index benchmark and are delivered to participating companies through enhanced reporting packages designed to support organizational decision-making, planning cycles, and strategy at both the enterprise and country level.

DISABILITY INDEX CATEGORIES

- Accessibility
- Leadership
- Accommodations & Adjustments
- Marketing & Communications NEW IN 2026
- Benefits
- Recruitment
- Career Development
- Supplier Inclusion
- Culture

Driving Continuous Improvement

The 76-point maturity-based framework uses yes/no questions across the nine categories, and results are no longer communicated only as a single raw score. They are now organized into six proficiency tiers that help companies understand both where they are presently situated and what stronger disability inclusion performance looks like over time.

Scores in the 2026 Disability Index are grouped into six proficiency tiers that indicate where a company is situated on its disability inclusion journey.

Distinguished *(65–76)* reflects industry-leading performance, with disability inclusion embedded into culture and operations

Advanced *(52–64)* reflects strong leadership and deep integration of disability inclusion across the enterprise

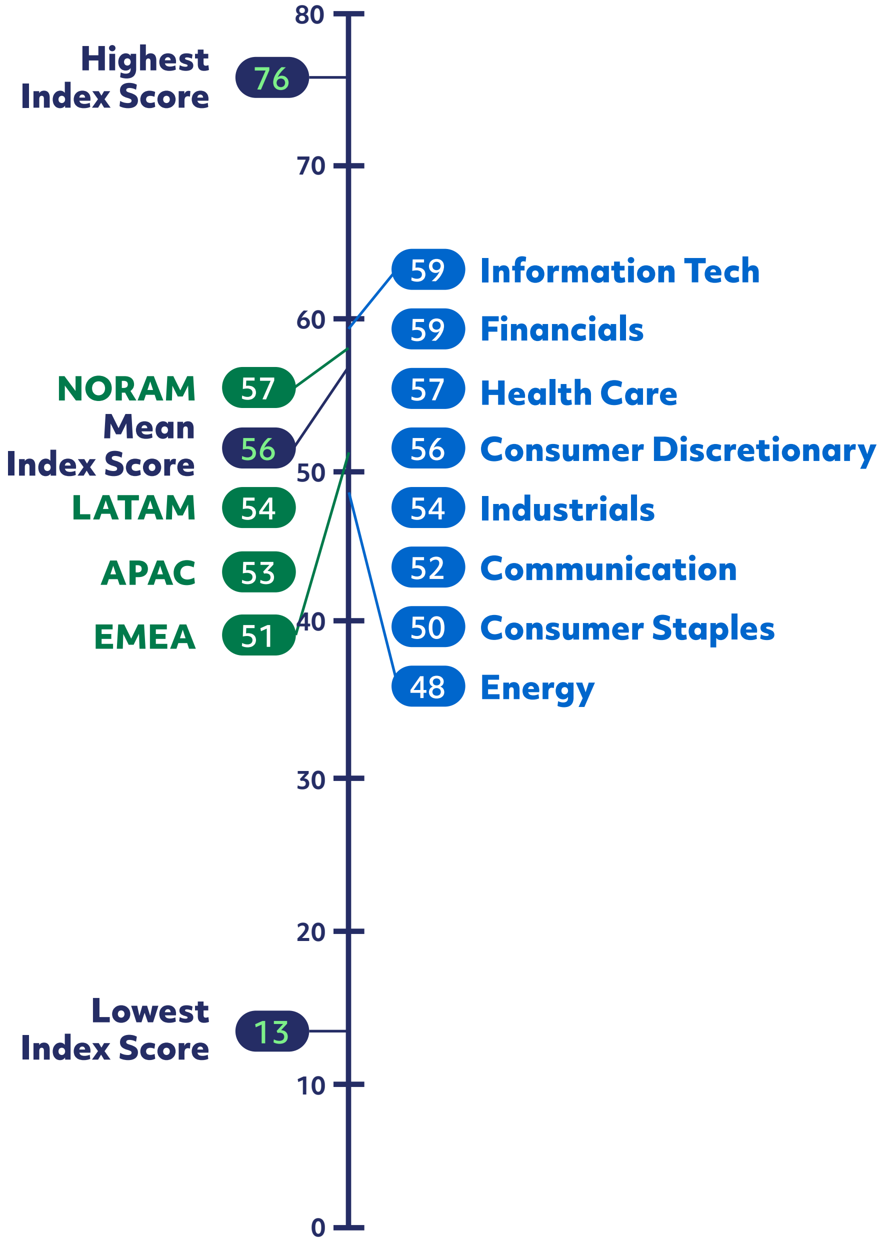
Established *(39–51)* reflects solid practices that are integrated across key functions

Emerging *(26–38)* reflects meaningful progress with growing consistency across areas

Foundational *(13–25)* reflects early structure and baseline practices, with significant opportunity to build strategy and systems

Developing *(0–12)* reflects an early stage of practice with limited efforts to date and high growth potential

Comparison of Mean Scores



As the Disability Index expands globally, its classification framework must support consistent, meaningful comparison across markets. Moving from North American Classification Standards (NAICS) to the Global Industry Classification System (GICS) aligns the Index with a global standard and strengthens industry-level analysis as participation grows worldwide.

Variation in mean scores across industries and regions suggests that disability inclusion maturity may be shaped by sector-specific operating models and regional factors, including legislation, culture, customs, and attitudes toward disability.

Industry differences reflect variation in workforce composition, customer expectations, and the extent to which disability inclusion efforts are already embedded in core business processes.

Regional differences point to the influence of legal frameworks, norms, and labor market maturity, with some regions appearing stronger in formal reporting and transparency while others show greater strength in accommodation infrastructure and implementation.

Adoption Rates

Each of the 76 questions in the Disability Index center on a particular policy, process, or practice inside an organization that, if present, can contribute to disability inclusion. Index reporting presents an adoption rate on a scale of 0%-100% for each question, segmented by adoption at the total global participant, region, and industry levels.

Questions with the Lowest Adoption Rates

The lowest adoption rate trends in 2026 are concentrated in areas that require public transparency; formal governance; and stronger accountability mechanisms. The least adopted practices include disability representation on boards of directors; disability-related disclosure in corporate governance and annual reporting; internal representation goals; and procurement-related accessibility requirements for suppliers and vendors. These results, when taken together, suggest that many businesses have made more progress on internal supports and employee-facing practices than on embedding disability inclusion into governance, public reporting, and external supply-chain expectations.

6% **Board of Directors includes someone who openly identifies as having a disability**

25% **Disability included in corporate governance/board demographic disclosures** *(e.g., proxy voting statement, ESG report, annual report, 10k filing)*

28% **Corporate governance charters include disability** *(e.g., board of director recruiting guidelines, corporate governance framework, partnership terms, or nominating committee charter)*

31% **Annual report includes workforce disability participation, representation or self-identification statistics**

31% **Business sets its own representation or utilization goal(s) for people with disabilities**

43% **Qualified candidates with disabilities permitted to decline personality or technical screening tests as part of the employment process**

47% **Formal process in place to remediate accessibility issues originating from suppliers/vendors**

48% **Suppliers/vendors required to meet physical and digital accessibility requirements as a condition of purchase**

Questions with the Highest Adoption Rates

The highest global adoption rate trends in 2026 across all participating companies are concentrated around foundational employment protections, benefits, and workplace supports. Nearly all participating businesses report paying at least the minimum or living wage required by law for employees with disabilities; offering mental health and well-being benefits beyond legal requirements; and providing flexible or remote work accommodations.

High levels of adoption also appear in disability-related income protection; non-discrimination in retention and advancement; and universally designed physical and digital supports, suggesting that many companies have made the strongest progress in formalizing core employment practices that affect day-to-day disability inclusion.

99% **All employees with disabilities are paid at least the adequate minimum wage/living wage, as required or permitted by law**

99% **Mental health and well-being benefits above and beyond what is required by law or provided by the government**

98% **Flexible/remote work accommodations for employees with disabilities**

97% **Employees have access to coverage against loss of income due to long-term disability**

95% **Employees have access to coverage against loss of income due to short-term disability**

95% **Universally designed physical assistive enhancements and supports benefiting all employees in the workplace** *(e.g. sensory spaces, ergonomic office equipment, flexible seating, quiet spaces, individual desks, etc.)*

95% **Universally designed digital assistive enhancements and supports that benefit all employees in the workplace** *(e.g. transcription, closed captions, real time text, audio descriptions, etc.)*

95% **Non-discrimination policy extends to retention and advancement**

94% **All employees have access, as required or permitted by law, to coverage for benefits that provide vision care**

Marketing & Communications

Introduced in 2026, ten Marketing and Communications questions benchmark how businesses integrate disability inclusion into public-facing and internal communications.

These measures are directly tied to the growing disability consumer market: Adults with disabilities in the United States hold $675 billion in total disposable income, including $107 billion in discretionary income, underscoring that disability is not a niche consumer segment but rather a significant and fast-growing market that both B2B and B2C companies seeking a competitive advantage in a crowded contemporary landscape cannot afford to ignore any longer.

The Index asks companies to report on:

Frameworks for ensuring authentic disability representation

Inclusion of people with disabilities in creative processes

Auditing of the accessibility of external digital content

Usability testing with assistive technology

Allocation of resources to resolve accessibility barriers

Requirements for external agencies to meet accessibility standards

Together, these questions capture both inclusive representation and the operational practices needed to make marketing and communications more accessible and accountable. In doing so, they help companies assess whether they are positioned to better serve a consumer segment with substantial and growing purchasing power *(AIR and Disability:IN, 2026).*

Self-ID Trends

Median employee disability self-identification rates rose from 2025 to 2026, increasing from **3.5%** to **3.9%**. Similarly, for the same period median new-hire self-identification increased at a slightly higher rate from **4.0%** to **4.75%**. These shifts suggest a combination of improved reporting mechanisms and increased comfort in selfidentification among employees with disabilities overall.

The higher overall self-ID rate for new hires coupled with greater year-over-year gains with this cohort suggests that the key to long-term, enterprise-wide representation data is situated in collecting such self-reported demographics at the outset of the employment journey when new employees are in the practice of completing forms and disclosing personal information.

3.5%
2025 Median Self-ID Rate

→

3.9%
2026 Median Self-ID Rate

4.0%
2025 Median New Hire Self-ID Rate

→

4.75%
2026 Median New Hire Self-ID Rate

Disability and Career Mobility

Disability:IN and LinkedIn (2025) found that younger workers with disabilities are narrowing long-standing employment gaps and, in many countries, are entering employment at slightly higher rates than peers without disabilities.

These findings are especially relevant given that a major barrier for people with disabilities is getting a first job: stronger entry into employment can help explain why median disability self-identification rates are higher among new hires than in the workforce overall.

Read the Study

Regional Trends

Country	Submissions
India	21
Japan	9
Australia	5
Philippines	4
China	3
Singapore	2
Thailand	1
Indonesia	1
South Korea	1

Asia-Pacific

APAC collectively reflects relatively strong performance in disability-related reporting and external accountability, including annual report disclosure, sustainability reporting, and supplier accessibility practices.

Conversely, the region trails the global average on written accommodation procedures and the accessible posting of those procedures, suggesting that APAC businesses might find fewer headwinds in advancing on more contemporary disability inclusion practices like public-facing disclosure and procurement-related accessibility expectations than on formalizing more long-standing, foundational practices like internal accommodation systems for employees.

TOP INDUSTRIES

By Submission Count

- **Commercial & Professional Services** — 12
- **Software & Services** — 6
- **Technology Hardware & Equipment** — 6
- **Pharmaceuticals, Biotechnology & Life Sciences** — 5
- **Semiconductors & Semiconductor Equipment** — 4

WHERE APAC IS LEADING

+20%	Annual report includes workforce disability participation, representation or self-ID statistics *(Global 31%, APAC 51%)*
+17%	Publishes an annual sustainability or impact report that specifically mentions disability inclusion in the workforce *(Global 79%, APAC 96%)*
+12%	Most recent annual report has been audited for accessibility *(Global 53%, APAC 65%)*
+11%	Dedicated resources for verifying that the products/services you purchase are accessible to people with disabilities *(Global 54%, APAC 65%)*
+10%	Formal process to remediate accessibility issues originating from suppliers/vendors *(Global 47%, APAC 57%)*

WHERE APAC IS LAGGING

-26%	Written disability accommodation or adjustment procedure which explains the process for requesting support, including steps that need to be taken to request an accommodation or adjustment *(Global 83%, APAC 57%)*
-26%	All employees have access to coverage for benefits that provide hearing aids *(Global 85%, APAC 59%)*
-22%	Disability accommodation or workplace adjustment policy that is posted where all employees can access it, including employees with disabilities *(e.g. policy is accessible with a screen reader, switch controls, etc.) (Global 83%, APAC 61%)*

Country	Submissions
U.K.	24
Germany	13
France	7
Spain	7
Italy	6
Poland	6
Switzerland	3
Ireland	3
Morocco	1
Finland	1
Norway	1
Netherlands	1
Luxembourg	1
Czechia	1
Slovakia	1
Hungary	1
Romania	1
Ukraine	1
Kazakhstan	1
U.A.E.	1
Egypt	1
Iceland	1

Europe, Middle East, & Africa

EMEA collectively shows relatively stronger performance in public reporting, governance-related disclosure, and supplier inclusion commitment. Meanwhile, the region displays lagging results overall in formal accommodation systems, accessible recruiting processes, and resources to resolve digital accessibility barriers for customers and clients.

These patterns may reflect the influence of newer European regulatory frameworks, including the European Accessibility Act and the Corporate Sustainability Reporting Directive, which are increasing expectations around accessibility, disclosure, and accountability. As a result, businesses in the region may be moving more quickly on externally visible reporting and compliance signals, even as the internal systems and operational practices needed to support employees and customers continue to mature at a slower pace.

TOP INDUSTRIES

By Submission Count

Pharmaceuticals, Biotechnology & Life Sciences	20
Software & Services	16
Commercial & Professional Services	15
Energy	13
Insurance	6
Consumer Staples Distribution & Retail	6

WHERE EMEA IS LEADING

+17% Annual report includes workforce disability participation, representation, and self-ID statistics *(Global 31%, EMEA 48%)*

+15% Publishes an annual sustainability or impact report that specifically mentions disability inclusion in the workforce *(Global 79%, EMEA 94%)*

+8% Supplier inclusion initiative is supported by a public statement of commitment from a senior executive *(Global 49%, EMEA 57%)*

+8% Has a policy/policies in place that helps ensure that contractors and subcontractors pay their employees with disabilities the adequate minimum wage/living wage, where applicable *(Global 71%, EMEA 79%)*

+5% Disability included in corporate governance/board demographic disclosures *(e.g., proxy voting statement, ESG report, annual report, 10k filing) (Global 25%, EMEA 30%)*

WHERE EMEA IS LAGGING

-24% Has a case management system to manage accommodation or adjustment requests *(Global 71%, EMEA 47%)*

-24% Resources dedicated to resolve accessibility and compatibility issues for customers and clients to use public-facing digital products and content *(Global 74%, EMEA 50%)*

-21% Has instructions on requesting disability accommodations or adjustments for the application process on your public-facing recruitment/career website *(Global 77%, EMEA 56%)*

Country	Submissions
Brazil	19
Mexico	10
Colombia	5
Argentina	3
Costa Rica	3
Peru	2
Chile	2
Guatemala	1

Latin America

Latin America collectively excels in transparency, public reporting, and disability-related goal-setting, with especially high rates of sustainability reporting, annual report accessibility, and formal disability inclusion focus. The region also trails the global average on written accommodation procedures, accessible posting of those procedures, and accommodation tracking.

These factors point to LatAM companies potentially progressing more rapidly on public commitments and accountability than on building the internal systems needed to deliver support consistently in day-to-day practice.

TOP INDUSTRIES

By Submission Count

- **Pharmaceuticals, Biotechnology & Life Sciences** — 11
- **Commercial & Professional Services** — 9
- **Technology Hardware & Equipment** — 6
- **Software & Services** — 3
- **Consumer Staples Distribution & Retail** — 3
- **Banks** — 3

WHERE LATAM IS LEADING

+27% Most recent annual report has been audited for accessibility *(Global 53%, LATAM 80%)*

+21% Business sets its own representation or utilization goal(s) for people with disabilities *(Global 31%, LATAM 52%)*

+19% Annual report includes workforce disability participation, representation, and self-ID statistics *(Global 31%, LATAM 50%)*

+19% Publishes an annual sustainability or impact report that specifically mentions disability inclusion in the workforce *(Global 79%, LATAM 98%)*

+16% Has an inclusion council that specifically mentions disability inclusion as an area of focus *(Global 82%, LATAM 98%)*

WHERE LATAM IS LAGGING

-33% Disability accommodation procedure is posted where all employees can access it, including employees with disabilities *(e.g. accessible with a screen reader, switch controls, etc.) (Global 79%, LATAM 46%)*

-22% Has a written disability accommodation or adjustment procedure which explains the process for requesting support *(Global 83%, LATAM 61%)*

-21% Tracks accommodation metrics, such as the number of requests, the cost of the accommodations, etc. *(Global 67%, LATAM 46%)*

Country	Submissions
U.S.	57
Canada	26

North America

North America collectively displays a comparatively mature disability inclusion profile anchored in strong accommodation systems, accessible internal processes, and broad benefits coverage. Collective under-performance across the region is found on disability disclosure in annual and sustainability reporting, suggesting that public transparency on disability inclusion-related matters now considerably lags behind internal infrastructure.

This trend, whether resulting from long-standing disparities or recent strategic decisions on degree of disclosure, indicates that NorAM businesses are now often perceived to be further along in operationalizing support for employees with disabilities than in communicating those efforts externally through formal reporting and governance channels.

TOP INDUSTRIES

By Submission Count

Commercial & Professional Services	50
Software & Services	44
Health Care Equipment & Services	42
Financial Services	39
Pharmaceuticals, Biotechnology & Life Sciencies	33
Insurance	32

WHERE NORAM IS LEADING

+12%	**Disability accommodation procedure is posted where all employees can access it, including employees with disabilities** *(e.g. accessible with a screen reader, switch controls, etc.) (Global 79%, NorAM 91%)*
+12%	**Has a written disability accommodation or adjustment procedure which explains the process for requesting support, including steps that need to be taken to request an accommodation or adjustment** *(Global 83%, NorAM 95%)*
+10%	**Ensures all employees have access to coverage for benefits that provide hearing aids** *(Global 85%, NorAM 95%)*
+10%	**Has a disability accommodation or workplace adjustment policy that is posted where all employees can access it, including employees with disabilities** *(e.g. policy is accessible with a screen reader, switch controls, etc.) (Global 83%, NorAM 93%)*
+10%	**Has a case management system to manage accommodation or adjustment requests** *(Global 71%, NorAM 81%)*
+10%	**Tracks accommodation metrics, such as the number of requests, the cost of the accommodations, etc.** *(Global 67%, NorAM 77%)*
+9%	**Sets a timeframe to acknowledge the receipt of an accommodation or adjustment request** *(Global 64%, NorAM 73%)*

WHERE NORAM IS LAGGING

-8%	**Annual report includes workforce disability participation, representation, or self-ID statistics** *(Global 31%, NorAM 23%)*
-7%	**Publishes an annual sustainability or impact report that specifically mentions disability inclusion in the workforce** *(Global 79%, NorAM 72%)*
-6%	**Most recent annual report has been audited for accessibility** *(Global 53%, NorAM 47%)*

Shaping the Future of Work

Disability inclusion is entering a new era.

Artificial intelligence and digital transformation are fundamentally reshaping how work gets done. As organizations redesign how decisions are made, how products are developed, and how employees collaborate, it is imperative that disability inclusion and accessibility be built into these new ways of working from the start.

As the foundation of work evolves, so too must the way organizations measure progress. Building trust in this transformation requires governance, cross-functional collaboration, and the ability to demonstrate measurable progress over time.

The 2027 Disability Index will begin to analyze and assess these emerging digital trends by exploring how organizations are embedding disability inclusion across some rapidly evolving focus areas. Topics under consideration for expansion beginning in 2027 and beyond include:

- **Artificial Intelligence** – governance, accessibility, and workforce enablement.
- **Neuroinclusion** – creating environments where different ways of thinking contribute to innovation and business performance.
- **Product Design** – embedding accessibility and disability inclusive design throughout product development.
- **Compensation Practices** – examining compensation structures and practices that support long-term workforce disability inclusion.

The next generation of the Disability Index reflects a broader shift from measuring disability inclusion within existing business practices to helping organizations build disability inclusion into the future of work.

Conclusion

The 2026 Disability Index findings demonstrate that the progress towards disability inclusion is neither uniform nor linear. Across regions, companies are advancing through different combinations of operational system optimization, governance refinement, and external accountability mechanisms. What emerges from the data is an understanding that disability inclusion is increasingly intertwined with core business priorities and shaped by the unique operating environments in which organizations work.

As those priorities are increasingly influenced by rapid technological transformation, the next era of disability inclusion will be defined in large part by the technologies organizations build, deploy, procure, and govern.

For Disability:IN, this represents a clear strategic priority: innovation must be shaped by human experience.

The perspectives and lived experiences of people with disabilities must shape the systems, tools, and technologies that will define the future of business.

The Disability Index will continue to evolve and expand its focus to areas where disability inclusion, innovation, and business performance increasingly intersect. The 2027 benchmark will introduce new questions exploring artificial intelligence, digital product design, neuroinclusion, flexible work, and compensation practices.

These additions reflect where disability inclusion sits within the future of business and ensure that accessibility and disability inclusion must be embedded within those systems from the outset. The organizations that move now will be better positioned to build more resilient workforces, disability-inclusive products and processes, and credible long-term value.

Sign Up to be notified when registration opens for the 2027 Disability Index

About Disability:IN

Your Business Partner for Disability Inclusion.

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Together with the world's leading companies, Disability:IN drives progress through initiatives, tools, and expertise that deliver long-term business impact. ***Are You IN?***

Discover More About the Disability Index

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