



# Disability Index Participation Guide

**The Global Benchmarking Tool for  
Advancing Disability Inclusion in Business**



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## Introduction

Disability inclusion is both a business advantage and a catalyst for innovation. Companies that embrace disability inclusive practices are better positioned to attract talent, reach new markets, and deliver stronger performance. Yet meaningful progress takes more than commitment- it requires measurement.

The Disability Index can help.

As the leading independent, third-party benchmark for global disability inclusion in business, the Index provides companies with an objective, data-driven framework for assessing their current proficiency, identifying opportunities for improvement, and measuring tangible progress over time.

The Index has been trusted by over **70% of the Fortune 100 and nearly half of the Fortune 500**, and empowers organizations at any stage of the disability inclusion journey to foster a high-performing and future-ready enterprise.

## Disability Inclusive Companies Outperform.

Research indicates businesses leading in disability inclusion achieve stronger performance:

**1.6x**  
more revenue

**2.6x**  
more net  
income

**1.6x**  
more economic  
profit

**10+**  
years of  
impact

**25%** higher revenue  
per employee

**70%**  
of the  
Fortune 100

Source: Accenture (2023), "[The Disability Inclusion Imperative.](#)"

Participation is confidential and self-recognition for top-scoring companies is optional and at the discretion of all participating companies.

## Participation

Participation in the Disability Index is a strategic imperative for companies at any stage of their disability inclusion journey.

Whether your company is taking its first steps or refining mature programs, the Index provides an actionable framework to accelerate impact.

### Organizations that participate in the Index can:

Benchmark their disability inclusion efforts across the entirety of the Index's global market participants.

Identify strengths and opportunities unique to their company that align with business priorities.

Access customized data-driven insights to inform strategy and aid in progress reporting.

Gain potential recognition as a global leader in disability inclusion based on Index performance.

## Participation Levels

Choose the Participation option that's right for your organizational structure.

Option	Description	Best For
Enterprise	Benchmarks the entire organization's disability inclusion policies and practices. A policy, program, or process counts as Enterprise-wide if it is active in countries that collectively represent at least 50%% of the company's eligible workforce.	Companies with consistent, global policies and programs that operate across multiple regions or business units.
Country-Level	Benchmarks disability inclusion within a single country. Each country submission must represent at least 500 employees. Country-level submissions are scored separately and allow companies to view localized insights and compare results across markets.	Organizations with distinct practices, structures, or governance by country or region.

## Timeline & Key Dates

### Key Dates

#### **January 7, 2026**

##### Benchmarking Opens

Full access for all companies to register and begin completing the Disability Index.

#### **April 17, 2026**

##### Submission Deadline

All entries must be submitted through the Disability Index portal by 11:59 PM local time.

#### **May 11, 2026**

##### Results & Reports Delivered

Companies receive Universal and/or Premiere Insights Reports (depending upon option selected at time of registration). Recognition notifications are issued to qualifying top-scoring companies.

#### **July 27, 2026**

##### Report & Celebration

Disability Index Report with aggregate insights released. Embargo lifted for top scorers to begin self-recognizing as “World’s Top Disability Inclusive Businesses”.

### Quick Tips: Preparing for Your Disability Index Submission

The Disability Index is designed to be a cross-functional benchmark for assessing efforts and informing change across the enterprise. Coordinating across teams early can help ensure a smooth and successful submission. Here's what to prepare:



Progress can be saved and returned to for completion at any time.



Collaborate with colleagues across the organization. If you have a disability-focused Employee Resource Group (ERG), consider involving them in the process.



Returning participants will have the option to pre-populate responses in future years for a more streamlined experience.

### Support and Resources

Participants can also access Oli, our chatbot, for 24/7 assistance directly through the Disability:IN website. Located in the lower left corner of the site, Oli can answer common questions, provide technical guidance, and help users navigate registration, submission, and reporting tools at any time.

Disability:IN offers live virtual office hours to support participants at each stage. Participants or interested companies can visit our open Office Hours to chat with our team, ask questions, and get tailored support. Find a time that works for you [here](#).

For additional questions, please email [Index@DisabilityIN.org](mailto:Index@DisabilityIN.org).

## Scoring & Recognition

### Scoring

The Disability Index consists of **76 yes/no questions** each worth one point with questions spanning nine categories. A small number of unscored questions are included for data collection purposes; no points are awarded or deducted for these questions.

Upon completion of the Index, companies immediately receive a raw score. The corresponding proficiency level indicating where the company is situated on their disability inclusion journey will be delivered with the company's selected reporting method in May.

### Areas Measured by the Disability Index

Culture

Leadership

Accessibility

Benefits

Recruitment

Career Development

Supply Chain Inclusion

Accommodations and Adjustments

Marketing and Communications

### Proficiency Levels and Recognition

Level	Score	Description
Distinguished	65–76	Industry-leading performance; inclusion embedded in culture & operations.
Advanced	52–64	Strong leadership and deep integration of disability inclusion.
Established	39–51	Solid inclusion practices integrated across key functions.
Emerging	26–38	Growing consistency and progress across areas.
Foundational	13–25	Basic practices in place; needs structure and strategy.
Developing	0–12	Early stage with limited efforts; high growth potential.

## Scoring & Recognition

Companies scoring within the Established, Advanced, and Distinguished levels earn the distinction of “**World’s Top Disability Inclusive Businesses.**”

WORLD’S TOP

**DISABILITY  
INCLUSIVE**

BUSINESSES™

## Confidentiality

Participation in the Disability Index is always confidential.



Company data is used solely for benchmarking and aggregated analysis.



Participating companies are never named or shared without the company’s explicit consent.



Companies are empowered to choose how, when and where they share their benchmark results. Companies that score within the highest three proficiency levels will earn use of the title: “World’s Top Disability Inclusive Business”.

## Pricing & Reporting

### Pricing & Reporting Overview

Registration for the Disability Index is completely free of charge for eligible companies. **There are no registration fees and no geographic restrictions.** The Index is available worldwide to any company that fulfills the eligibility requirements.

Universal Report	Premiere Insights Report	Executive Debrief
<b>Score Summary</b> ..... <ul style="list-style-type: none"> <li>✓ Raw score</li> <li>✓ Proficiency level</li> <li>✓ Associated recognition for Established, Advanced, and Distinguished proficiency levels.</li> </ul>	<b>Comprehensive Analysis</b> ..... <ul style="list-style-type: none"> <li>✓ Score summary</li> <li>✓ Proficiency level</li> <li>✓ Associated recognition for Established, Advanced, and Distinguished proficiency levels.</li> <li>✓ Individualized Data Summary with detailed question-by-question comparison against all participants and industry peers.</li> <li>✓ Comprehensive analysis with data-backed recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>✓ 60-minute virtual presentation led by a Disability:IN expert designed for your company's senior leaders.</li> <li>✓ Guided by your Index results, this session spotlights strengths, opportunities, and translates data into concrete actions that advance disability inclusion and business performance.</li> </ul>
<b>Disability:IN Corporate Partner</b>		
Free	One complimentary Premiere Insights Report per partner. ..... \$2,500 for each additional country submission requiring a separate Premiere Insights Report.	\$2,500 ..... One complimentary Executive Debrief per Inclusion Works partner.
<b>Non-Partner</b>		
Free	\$2,500 Per Submission	\$5,000

Not a partner yet?

Disability:IN can help you advance disability inclusion across your business.

[Unlock partner-only benefits by joining today.](#)

## The Business Case to Participate

### Drive Change with Data

The Disability Index is more than just a survey.

**It's a strategic business resource that helps companies:**

Evaluate how inclusion strengthens business performance.

Align disability inclusion with strategic business goals for innovation, productivity, engagement, and customer experience.

Build scalable, efficient systems that improve operations company-wide.

The Index companies can turn disability inclusion into measurable impact across teams, products, and markets. [Learn more about the business imperative for disability inclusion here.](#)

Companies are strongly encouraged to participate year-over-year to maximize strategic benefits from the Disability Index. The true value of the Index comes from tracking progress over time, enabling companies to identify where improvements have been made; where setbacks may have occurred; and how data can drive continuous, sustained change.

**The business case is clear:** measuring disability inclusion leads to stronger teams, better performance, and **greater competitive advantage.**

# Get Started

Take the next step in advancing disability inclusion in business. Get started at:  
[disabilityin.org/data-and-insights/disability-index](https://disabilityin.org/data-and-insights/disability-index)

Need support?

Contact us at [Index@DisabilityIN.org](mailto:Index@DisabilityIN.org)

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## About Disability:IN

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Disability:IN partners with leading companies and drives progress through initiatives, tools, and expertise that deliver long-term business impact.

[Are You IN?](#)

