Industry Literature Review on the Business Case for Disability Inclusion (1 of 2)
Disability:IN Research & Policy

Hyperlinked Report	Author & Date	Overview	Key Figures	Keywords
How Can Action on Neuroinclusion Accelerate Business Transformation	EY, 2025	Examination of transformational skills alongside strengths of neurodivergent employees; identifies key drivers of neuroinclusion	Neurodivergent employees report higher skill proficiency with emerging technology, improving productivity and innovation across organizations	Artificial intelligence; neurodiversity
Oh, The Things We Can Do Together	Forrester, 2025	Describes employer investment in accessibility, including artificial intelligence as assistive technology	People with and without disabilities benefit from the proactive provision of accessible, assistive technology	Accessibility; artificial intelligence; assistive technology
2025 Disability Index Report	Disability:IN, 2025	Aggregates data and insights from hundreds of leading employers, positioning disability inclusion as a competitive advantage	Adoption of disability inclusive policies and practices continue to grow across participating companies	Benchmarking; reporting; global workplace inclusion
Momentum at Work: Disability and Career Mobility	Disability:IN, 2025	Examines career progression trends among professionals with disabilities who confidentially self-identify on LinkedIn	Professionals with disabilities advanced by moving firms nearly four times as often as moving through internal promotion	global workplace inclusion; career progression; retention and advancement
The Economic Impact of DOBEs	Disability:IN, 2025	Charts the growth of the Disability-owned business enterprise (DOBE) program at Disability:IN	**1000 Certified DOBEs produce $5 billion in economic impact**	Entrepreneurship; reporting
Neuroinclusive Human Capital Management	Disability:IN, 2025	Develops an evidence-based framework for human capital management for neuroinclusion	**69% of neurodivergent employees reported advantageous cognitive characteristics of neurodivergence, such as analytical reasoning**	Global workplace inclusion; neurodiversity;
On the Verge: Disability and Sustainability Reporting in the Global Fortune 500	Disability:IN, 2025	Analysis of disability reporting in Global Fortune 500 sustainability reporting practices; identifies global reporting trends	**65% of Global Fortune 500 companies report on disability inclusion in the workforce; 30% of Global Fortune 500 companies disclose workforce representation for disability; 84% of companies headquartered in Asia report on disability inclusion; 2.5% is the median company-wide global disability representation**	Sustainability reporting, global, workplace inclusion
Disability Inclusion @ Work 2024: A Global Outlook	Deloitte, 2024	Analysis of views of 10,000 individuals across 20 countries; identifies service gaps for employees with disabilities	**9 out of 10 respondents disclosed disability to someone at work**, one quarter of whom had requested accommodations	Workplace inclusion, global
Disability Inclusion in the EU: A Legal Analysis to Guide Corporate Responsibilities Under New EU Disability Inclusive Legislation	White & Case + Disability:IN, 2024	Legal analysis of European Union legislation; identifies new compliance and reporting requirements for large global companies	"The Corporate Sustainability Reporting Directive, Corporate Sustainability Due Diligence Directive, and European Accessibility Act collectively establish **a robust framework to enhance the inclusion and protection of persons with disabilities within the EU.** Companies are required to implement comprehensive policies, conduct diligent risk assessments, and ensure product and service accessibility. Compliance will not only mitigate legal risks but also enhance corporate reputation and foster a more inclusive society."	Sustainability reporting, workplace inclusion, global, accessibility

Next Page »

Disability:IN
Your business partner for disability inclusion.

Industry Literature Review on the Business Case for Disability Inclusion (2 of 2)
Disability:IN Research & Policy

Hyperlinked Report	Author & Date	Overview	Key Figures	Keywords
Disability Status and Work: Employment Trends in the US, 2024	LinkedIn, 2024	Economic analysis of retention, leadership, and representation using LinkedIn user data; identifies employment gaps	"While disparities in several employment outcomes (leadership, retention, employment) between people with and without disabilities persist, the gaps are shrinking with younger generations."	Workplace inclusion
Prioritize Accessibility in Procurement for Better CX and EX	Forrester, 2024	Report dives into why making accessibility a component of vendor selection is good for business; identifies how to go about inclusive procurement	"But if you are buying — and forcing employees to use — inaccessible systems, or hiring vendors with immature or nonexistent accessibility practices, you're negatively impacting your ability to deliver on that objective. The vendors you choose to work with can significantly impact the quality of the experiences you deliver to employees and to customers, especially those with disabilities."	Accessible procurement, accessibility
On the Verge: Disability and Sustainability Reporting in the European Fortune 500	Disability:IN, 2024	Analysis of disability reporting in European Fortune 500 sustainability reporting practices; identifies European reporting trends	**72% of European Fortune 500 companies report on disability inclusion in the workforce; 30% of European Fortune 500 companies disclose workforce representation for disability; 3.1% is the median company-wide disability representation**	Sustainability reporting, global, workplace inclusion
The Global Economics of Disability Report	Return on Disability, 2024	Economic analysis of 11,000 people with disabilities; scopes the size of global disposable income	**$2.6 trillion total disposable income of people with disabilities** in Europe and North America; **$18.3 trillion total global disposable income** to people with disabilities plus family and friends	Global consumer market, global
GenAI for Accessibility	EY, 2024	Qualitative study of Gen AI user experience among employees with a disability or neurodivergence	Findings "suggest that GenAI, through the lens of Copilot, can help improve the day-to-day working experiences for disability and neurodiversity communities"	Workplace inclusion, GenAI
On the Verge: Disability and Sustainability Reporting in the U.S. Fortune 500	Disability:IN, 2024	Analysis of disability reporting in U.S. Fortune 500 sustainability reporting practices; identifies U.S. reporting trends	**65% of U.S. Fortune 500 companies report on disability inclusion in the workforce; 10% of U.S. Fortune 500 companies disclose workforce representation for disability; 6% is the median company-wide disability representation**	Sustainability reporting, workplace inclusion, U.S.
The Disability Inclusion Imperative	Accenture & Disability:IN, 2023	Demonstrates correlation between companies that lead in disability inclusion, as measured by the Disability Index, and greater revenue, net income and profit	Disability inclusive businesses realize **1.6x more revenue, 2.6x more net income, and 2x more economic profit** than their less inclusive competitors; leading companies outperform peers in productivity by 25%	Business case, workplace inclusion, U.S.
Your Workforce includes People with Disabilities. Does your People Strategy?	Boston Consulting Group, 2023	Large scale employee prevalence survey of 28,000; identifies major disability underreporting gaps	"Some **25% of people said they have a disability or health condition** that limits a major life activity"	Workplace inclusion, global
A Hidden Market: The Purchasing Power of Working-Age Adults with Disabilities	American Institutes for Research, 2018	Economic analysis of U.S. consumer market size; scopes the size of domestic disposable income	**"Discretionary income for working-age people with disabilities is about $21 billion"**	U.S. consumer market

Disability:IN
Your business partner
for disability inclusion. ®