

The State of Disability 2023 Employee Engagement

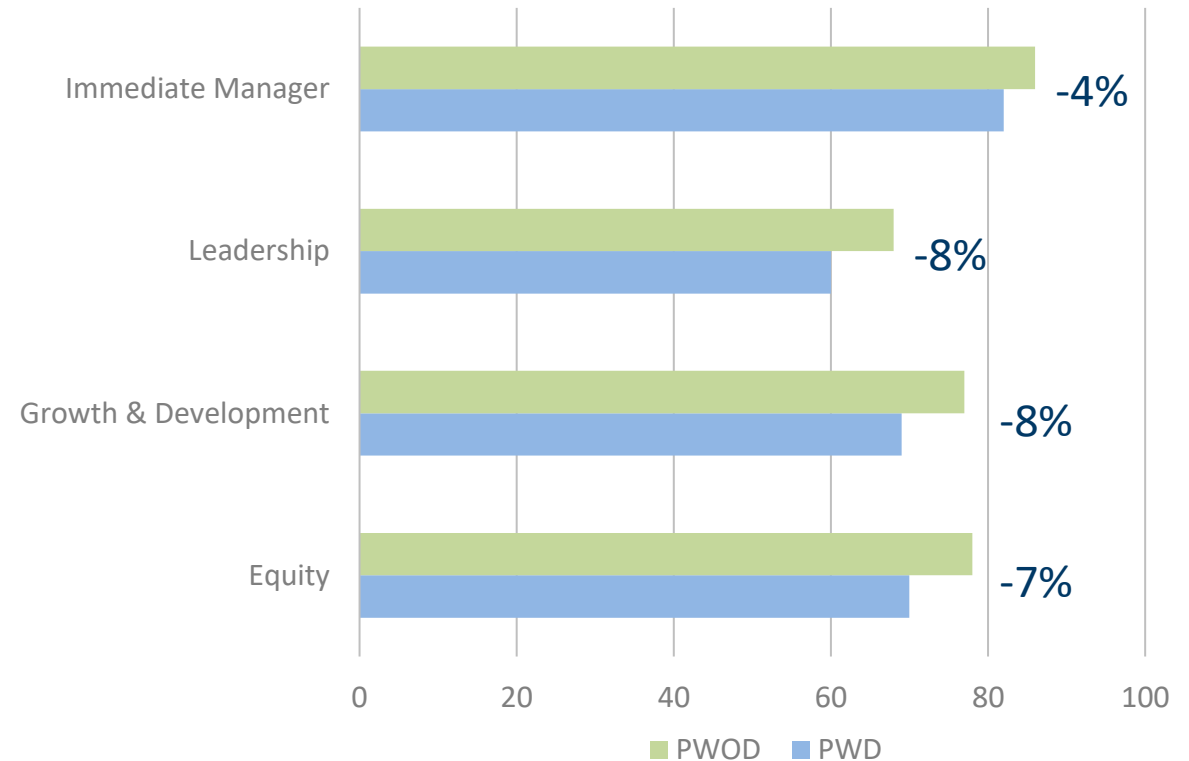
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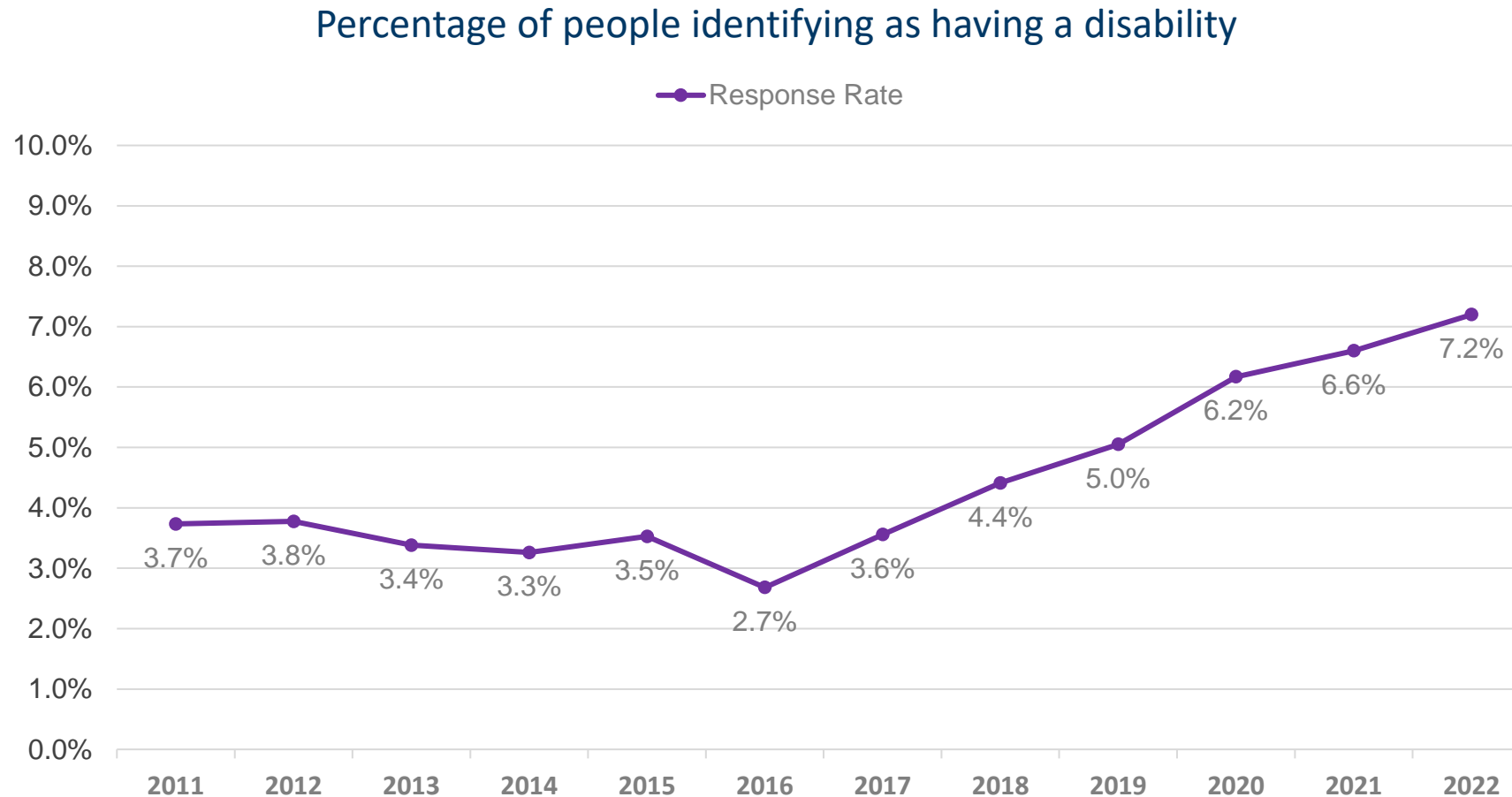
Mercer & Global Disability Inclusion have been studying Global Disability Employee Engagement since 2006

- Across the major engagement categories, **there is NOT one category where employees with disabilities rate their workplace experiences better** than their non-disabled colleagues.
- Overall **engagement was -8% point difference**, BUT some individual questions had a -12%, 13% and -14% differences.
- ***A -5% point difference is a call to action.***

Overall Disability Employee Engagement -8%



Our research shows disability self-id has been increasing over time.



Data:

- 3,260,977 employees
66 companies.

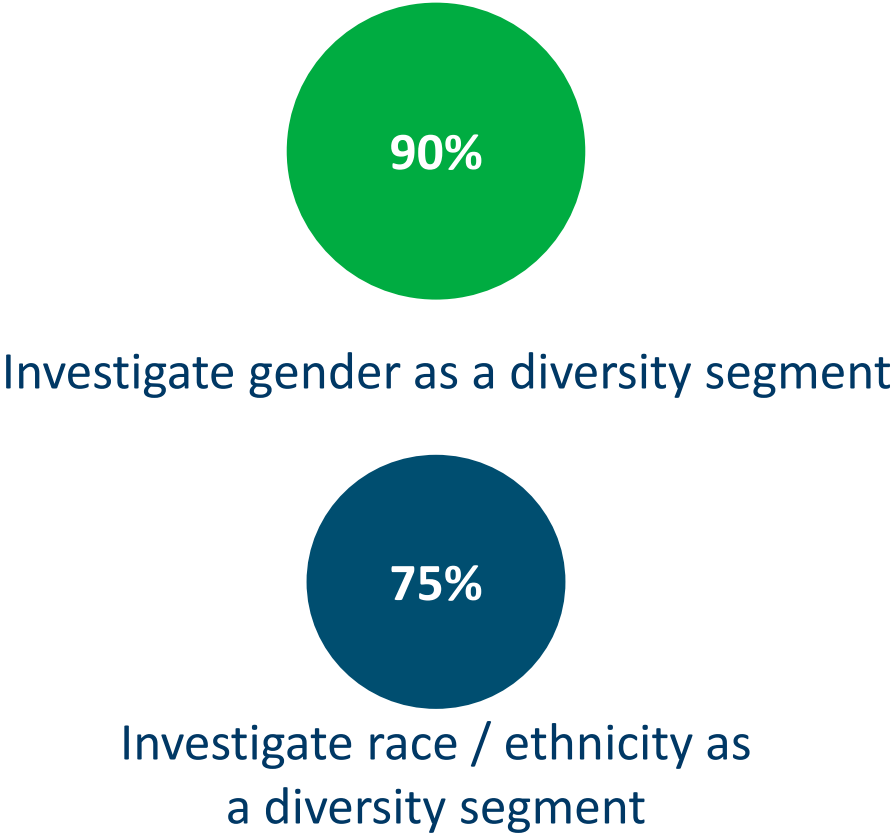
Over time:

- We have been seeing a fairly steady but slow increase in disclosure.

HRIS Note:

- We have a limitation in response rate for PWD, many organizations now use HRIS disability status, however, few have current disability status in their HRIS.

Analyzing Mercer global data sets, only a small percentage of corporations investigate disability as a diversity segment

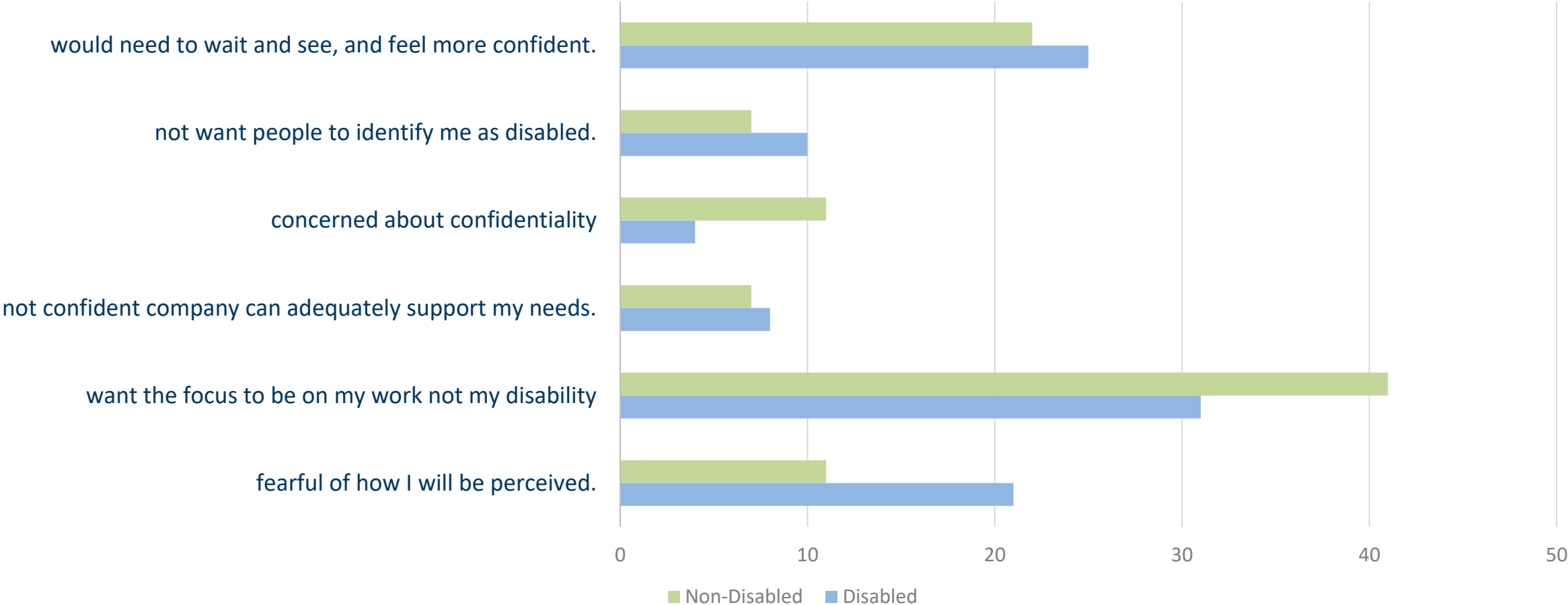


5%

Only 5%* of companies investigate disability as a diversity segment

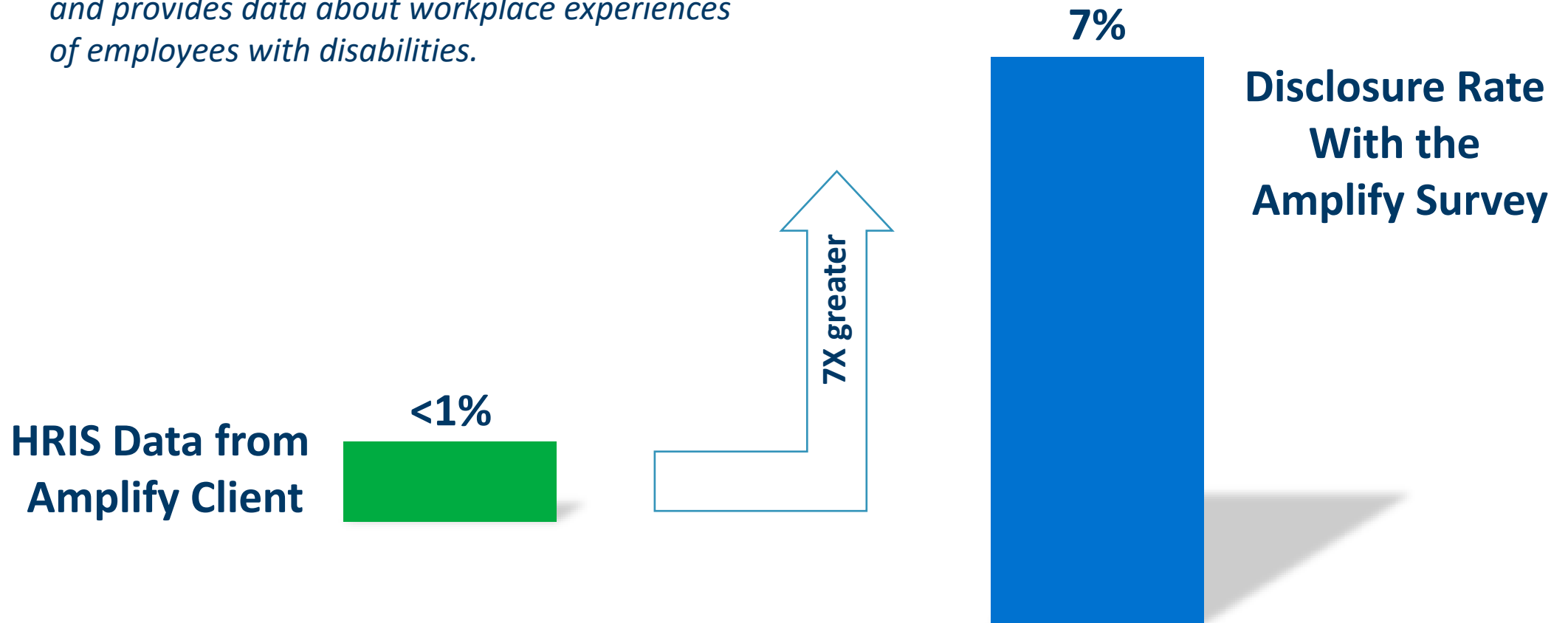
Employees are uncomfortable disclosing their disability at work for a variety of reasons

I am not comfortable disclosing my disability (if I had one) for the following reasons.

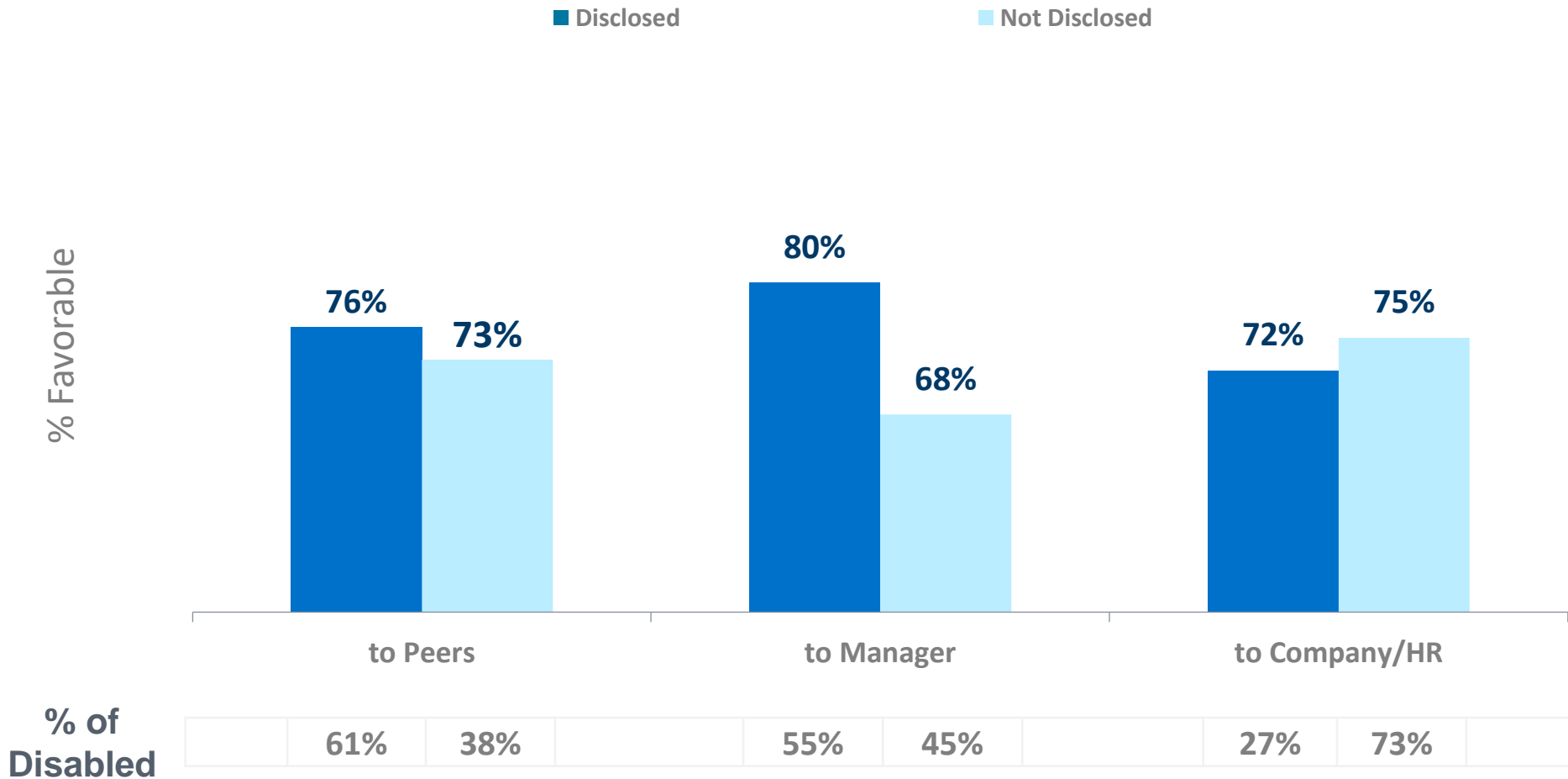


Our engagement work has evolved with the development of Amplify, the first disability climate and culture survey.

- *Amplify provides a higher rate of disclosure, and provides data about workplace experiences of employees with disabilities.*



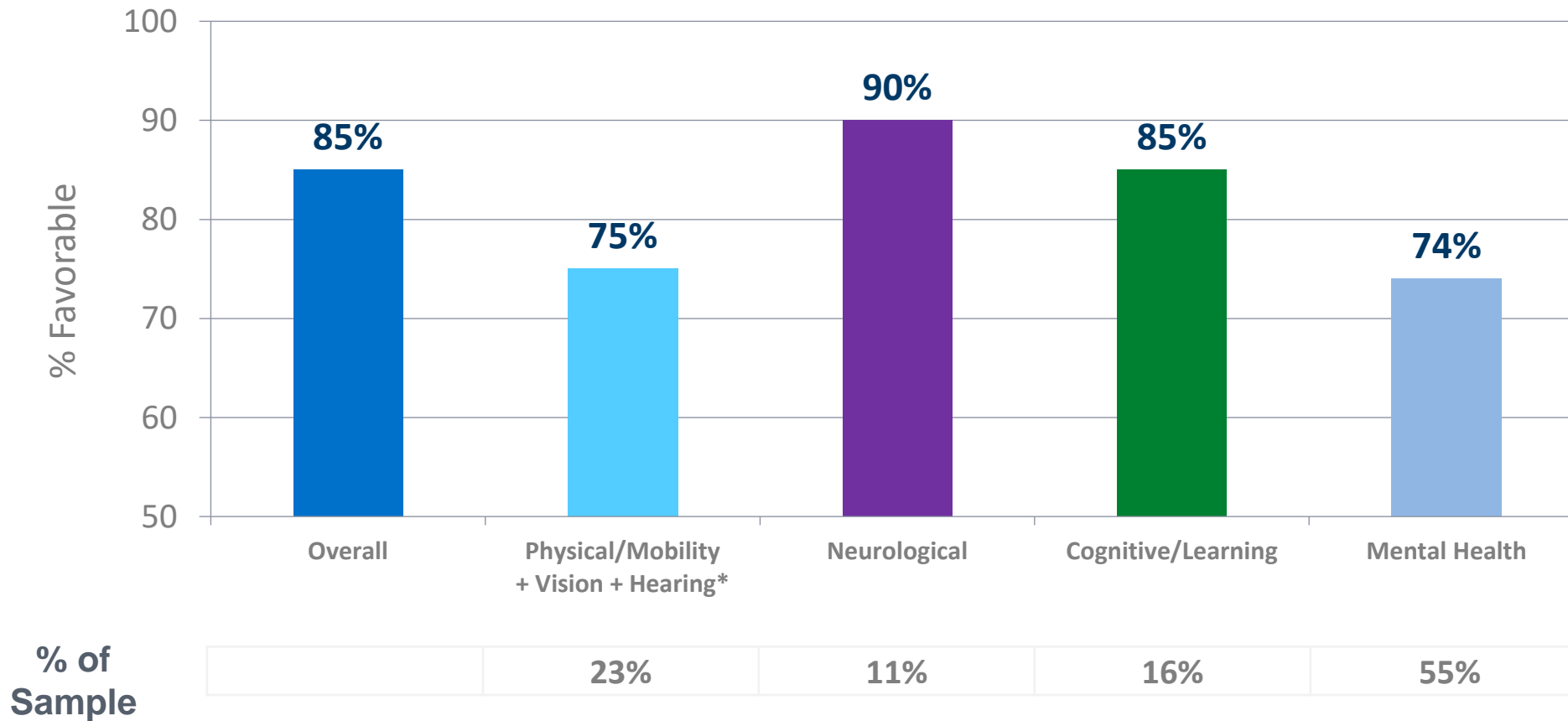
Amplify also informs us employees comfort level of “who” they disclose to in the organization varies.



Findings:

- As expected, a smaller number of people chose to disclose to the company than their manager or peer.
- Those who disclose to their manager are much more engaged than those who do not suggesting the importance of the manager-employee relationship.
- Surprisingly, disclosing to peers or company made little difference in scores.

Amplify also enables us to understand engagement and workplace experiences by disability type



Findings:

- *Physical, Vision and Hearing have been joined into 1 group to protect for confidentiality.*
- *Cognitive and Neurological score similarly to the rest of the population.*
- *However, Mental Health and Physical/Vision/Hearing are much less engaged.*

Key:

Cognitive/Learning = Attention Deficit, Autism, language processing, dyslexia, etc.

Hearing = Deaf, hard of hearing, utilizes hearing aids, etc.

Mental Health = OCD, Schizophrenia, Bipolar, Depression, Phobias, Anxiety, TBI, PTSD, etc.

Neurological = MS, Cerebral palsy, Epilepsy, seizure disorder, dementia, Parkinson's, etc.

Physical/Mobility = Wheel chair user, limb difference/amputee, little people, etc.

Vision = Blind, color-blind, low vision, etc.

Key takeaways

1

Companies are not including the largest diversity segment in diversity metrics

2

Self-id is the ultimate goal but can not be achieved without earning trust

3

Understanding the workplace experiences of employees with disabilities is a key aspect for building trust