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%

- Immediate Manager: -4%
- Leadership: -8%
- Growth & Development: -8%
- Equity: -7%

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

Percentage of people identifying as having a disability

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>2011</td>
<td>3.7%</td>
</tr>
<tr>
<td>2012</td>
<td>3.8%</td>
</tr>
<tr>
<td>2013</td>
<td>3.4%</td>
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<tr>
<td>2014</td>
<td>3.3%</td>
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<tr>
<td>2015</td>
<td>3.5%</td>
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<tr>
<td>2016</td>
<td>2.7%</td>
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<tr>
<td>2017</td>
<td>3.6%</td>
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<tr>
<td>2018</td>
<td>4.4%</td>
</tr>
<tr>
<td>2019</td>
<td>5.0%</td>
</tr>
<tr>
<td>2020</td>
<td>6.2%</td>
</tr>
<tr>
<td>2021</td>
<td>6.6%</td>
</tr>
<tr>
<td>2022</td>
<td>7.2%</td>
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</tbody>
</table>

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.

- 90% investigate gender as a diversity segment.
- 75% investigate race/ethnicity as a diversity segment.
- Only 5%* of companies investigate disability as a diversity segment.

Source: 2007-2023 Mercer Engagement Survey Benchmarks

* Global number, US/Can is 10%
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.

- would need to wait and see, and feel more confident.
- not want people to identify me as disabled.
- concerned about confidentiality
- not confident company can adequately support my needs.
- want the focus to be on my work not my disability
- fearful of how I will be perceived.

![Bar chart comparing reasons for non-disabled and disabled employees]
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 = Wheelchair 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