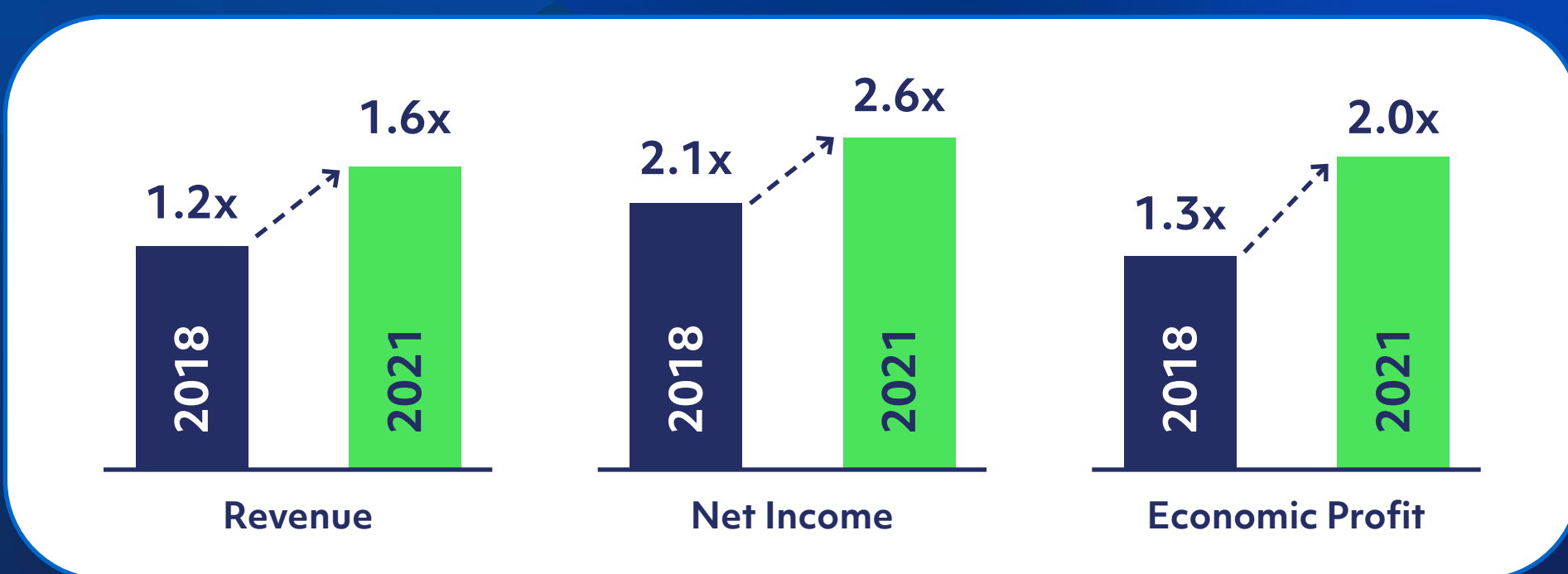


The Disability Inclusion Imperative Report Executive Summary


Disability:IN & Accenture, November 2023

In 2018, Accenture and Disability:IN released a [landmark study](#) about the relationship between corporate disability inclusion and financial performance. Using data from the [Disability Equality Index](#), the study found that companies topping out the index earned more revenue, income, and profits. This year we revisited the analysis to study how the business advantage has evolved in the intervening years.

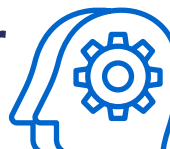
The [2023 update to the business case](#) is enlightening. **Companies that lead their peers in disability inclusion realize considerable financial gains: they earn 1.6x more revenue, 2.6x more net income, and 2x more economic profit** than other index companies. This lead has grown over the past five years as the economic advantage has become more pronounced:




Individual productivity increases too. **Leading companies outperform industry peers in individual productivity by 25%**. No matter where you sit, the study's findings cement disability inclusion into the corporate materiality matrix. Investors and boards need [evidence of strategic initiatives](#), [impartial third party evaluation](#), and [reliable disclosures](#) to evaluate companies' efforts to capitalize on the disability inclusion advantage that yields more revenue, income, profit, and productivity. Corporate leaders can [register for the 2024 Disability Equality Index](#) to assess their competitiveness, map an inclusion journey, and benchmark their progress.

Companies that have led on key disability inclusion criteria have realized **1.6x more revenue, 2.6x more net income, and 2x more economic profit** than other participants in Disability:IN's annual benchmark survey. 

Market pressures and legislative modernization are driving disability data into workforce disclosures. In 2023 for example, **65% of the Fortune 500 reported on disability** in their annual ESG, corporate social responsibility (CSR) or diversity, equity, and inclusion reports. 

These companies are also **25% more likely to outperform on productivity** compared to their industry peers that have not participated in the survey, measured as revenue per employee. 

Over **20% of the Fortune 100 now disclose disability** workforce participation statistics. 

[View The Disability Inclusion Imperative](#)