

Every Voice Counts: Uncovering Hidden Potential in the Workplace



illustration by **Alice Mollon**

In 2020, **17.9%** of persons with a disability were employed, down from **19.3%** in 2019.¹

For persons without a disability, 61.8% were employed in 2020, down from 66.3% in the prior year.

Studies show that authentic diversity and inclusion are good for business. A 2018 study by the [Diversity Council](#) showed that inclusive teams are 10X more productive than their non-inclusive counterparts.

In a 2016 report "[Disabilities in the Workplace](#)," of all survey respondents who identified as people with disabilities, **64% indicated their disability was non-apparent.**

- **Women were 11% more likely than men** to identify with a non-apparent disability.

Why this matters:



Accommodation

When the employee has a non-apparent disability, the visual cues of disability are not obvious and, therefore, the employer may not be sensitive to the need for accommodations.



Engagement & Satisfaction

Both the research on and interviews with organizations hiring people with non-apparent disabilities show a significant improvement in engagement and job satisfaction when they are able to disclose.



Untapped Talent

This talent accelerates innovation, reduces turnover in critical roles, increases overall employee engagement and burnishes their brand.

There is no need to ‘get ready’ to hire people with disabilities...

Accommodations for people with disabilities are appropriately characterized as **reasonable and are most often no or low cost** - no different from any other tool provided to employees.

#1 A Safe Space

Create a work culture in which all employees feel secure to disclose their needs. Research shows that many people who have non-apparent disabilities are uncomfortable disclosing. However, to receive the types of accommodations they need, it is imperative that they disclose.

#2 The Next Normal

As a result of the COVID-19 pandemic, employers have begun to allow more flexible accommodation options for their employees. The most common types of accommodations requested by people with disabilities were flexible work schedules and modifications to the workplace. For people with cognitive disabilities and autism were an ergonomic workstation and additional time to complete tasks.

Source: [Working Mothers Research Institute](#)

