ADA Audio Conference Series
October 8, 2019
Understanding the Disability Equality Index (DEI)
Used by Corporations

This session is scheduled to begin at 2:00pm Eastern Time

Real-Time Captioning and the PowerPoint Presentation are available through the Webinar Platform.
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Participating via a Mobile Device

MOBILE Users (iPhone, iPad, or Android device and Kindle Fire HD)

Join** the session using the Blackboard Collaborate Mobile App (Available Free from the Apple Store, Google Play or Amazon)

OR

Join the session by opening the session link in a browser on your mobile device.

**The accessibility of the mobile app is limited for voice over users and no captioning is displayed.
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• Real-time captioning is provided during this webinar.
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• Once selected you will have the option to resize the captioning window, change the font size and save the transcript.

Submitting Questions

• If you are listening by phone you will be instructed by the Operator on how to ask a question.
• Webinar participants may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area. You will not be able to see the question after you submit it but it will be viewable by the presenters.
• If you are connected via a mobile device you may submit questions in the chat area within the App.
• Questions may also be emailed to webinars@adaaudio.org

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**Customize Your View**

Resize the whiteboard where the presentation slides are shown to make it smaller or larger, by choosing from the drop down menu located above and to the left of the whiteboard. The default is "fit page".

![Whiteboard resize](image)

**Customize Your View, continued**

- Resize/Reposition the Chat, Participant and Audio & Video panels by "detaching" and using your mouse to reposition or "stretch/shrink".

- Each panel may be detached using the icon in the upper right corner of each panel.

**Technical Assistance**

- If you experience any technical difficulties during today’s session:
  - In webinar platform: Send a private chat message to the host by double clicking “Great Lakes ADA” in the participant list. A tab titled “Great Lakes ADA” will appear in the chat panel. Type your comment in the text box and “enter” (Keyboard - F6, Arrow up or down to locate “Great Lakes ADA” and select to send a message); or
  - By Email webinars@ada-audio.org; or
  - Call 877-232-1990 (V/TTY)
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- Depending on your system settings you may receive visual and audible notifications when individuals enter/leave the webinar room or when other actions are taken by participants. This can be distracting.
- To turn off notifications (audible/visual)
  - Select "Edit" from the tool bar at the top of your screen
  - From the drop down menu select "Preferences"
  - Scroll down to "General"
  - Select "Audible Notifications" Uncheck anything you don’t want to receive and "apply"
  - Select "Visual Notifications" Uncheck anything you don’t want to receive and "apply"
- For Screen Reader User – Set preferences through the setting options within the Activity Window (Ctrl+slash opens the activity window).

Disability Equality Index

The most comprehensive tool for benchmarking disability inclusion.

Disability Equality Index
Best Place To Work For Disability Inclusion

ADA Audio Conference / October 8, 2019
Becky Curran Kekula, DEI Director

TODAY’S AGENDA—ANSWERING FAQs

- What is the DEI?
- How does the DEI evolve each year?
- What does it measure?
- Which companies earned a top score?
- Wait…what does 100 mean exactly?
- Disability inclusion beyond D&I
- Key upcoming dates
FIRST, NICE TO MEET YOU!

Becky Curran
Director, Disability Equality Index

Connect with me! @BeckyMotivates

ABOUT THE DISABILITY EQUALITY INDEX (DEI)

What is it?
- Annual benchmarking tool
- For U.S. businesses (can be multi-national)
- Provides an objective score and roadmap
- Joint initiative between the American Association of People with Disabilities & Disability:IN

What does it achieve?
- What gets measured, gets done!
- Encourage transparent sharing of best practices
- Insight into broader industry trends
- Provides roadmap for company trajectory
- Additional indicator of potential long-term sustainability for ESG investors

HOW THE DEI EVOLVES

- Guided by the DEI Advisory Committee
- Series of Weighted & Un-Weighted Questions across five categories
- New questions introduced as un-weighted first, with minimum 1 yr. notice.
QUICK FACTS ON MEASUREMENT

DEI Categories
1. Culture & Leadership
2. Enterprise-Wide Access
3. Employment Practices
4. Community Engagement
5. Supplier Diversity
6. Non-U.S. Operations

Scoring
- 0-100; increments of 10. Below 80 remain confidential.
- 100 does not equal perfection!

2019 – COMPANIES EARNING 100

2019 – COMPANIES EARNING 100 (CONT.)
WHAT DOES 100 MEAN?

1. Public recognition across digital channels
2. Press and media pick up
3. Listed among industry peers
4. Positive indicator for future talent, customers and suppliers.

Value add to corporate-wide reports, including:
- Diversity & Inclusion,
- Corporate Social Responsibility &
- ESG (Environmental, Social, and Governance)

BEYOND D&I – INTO IMPACT INVESTING

Upcoming Key Dates

**2020 DEI REGISTRATION:**
www.disabilityequalityindex.org/register

- **FRIDAY, JANUARY 31, 2020: DEI Registration Closes**
  - 2020 DEI benchmark registration closes.

- **MONDAY, FEBRUARY 3, 2020: Start 2020 DEI**
  - Registered companies receive access to the 2020 DEI benchmark.

- **FRIDAY, APRIL 10, 2020: End 2020 DEI**
  - 2020 DEI benchmark closes.

- **WEDNESDAY, JULY 15, 2020: 2020 DEI Results**
  - 2020 DEI top-scoring companies are publicly announced.
THANK YOU!

Becky Curran  
Director, Disability Equality Index

Thank you for participating in today’s ADA-Audio Conference Session

Next Session: November 12, 2019  
“Leave Under the ADA and FMLA”

Register at: www.ada-audio.org or call 877-232-1990 V/TTY