



**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.
Audio Connection is available through the webinar platform/telephone/Mobile App.

Participating via the Webinar Platform 

- The audio for today's webinar is being broadcast through your computer. Please make sure your speakers are turned on or your headphones are plugged in.
- You can control the audio broadcast via the Audio & Video panel. You can adjust the sound by "sliding" the sound bar left or right.
- If you are having sound quality problems check your audio controls by going through the Audio Wizard **which is accessed by selecting the microphone icon on the Audio & Video panel.**



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.

Listening to the Audio via Telephone

If you do not have sound capabilities on your computer or prefer to listen by phone.



4

Captioning



- Real-time captioning is provided during this webinar.
- The caption screen can be accessed by choosing the "CC" icon in the Audio & Video panel.



- Once selected you will have the option to resize the captioning window, change the font size and save the transcript.

5

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@ada-audio.org



Please note: This webinar is being recorded and can be accessed on the ADA AudioConference Series website at www.ada-audio.org within 24 hours after the conclusion of the session. The edited written transcript will be posted at this same site within 7 Business days following the conclusion of the session.

6

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".



7

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.

8

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)

9

Setting Preferences

- 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)

10

Disability Equality Index

The most comprehensive tool for benchmarking 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

12

FIRST, NICE TO MEET YOU!



Becky Curran

[Director, Disability Equality Index](#)

Connect with me! @BeckyMotivates



13

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

14

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.

15

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!

16

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)

19

BEYOND D&I – INTO IMPACT INVESTING



20

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.

21

JOIN US! LEARN FROM INDUSTRY PEERS

SAVE *the* DATE
for the 2020 Disability:IN Annual Conference & Expo!

July 13th - 16th

Ritz Carlton & J.W. Marriott Grande Lakes in Orlando, Florida

Disability:IN
Your business partner
for disability inclusion

conference.disabilityin.org

22

THANK YOU!

Becky Curran
Director, Disability Equality Index

ARE
YOU
IN?



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

24
