

Business Case Resources

This resource contains links that demonstrate the Return-on-Investment (ROI) of inclusive practices. Inclusion and Accessibility are not just nice ad-ons or branding campaigns for good PR, they are business imperative differentiators that can elevate your brand, business, product, and program to a broader audience. These links to case studies and concrete examples of real companies that have implemented inclusive best practices are a valuable tool for anyone needing to obtain leadership buy-in for increasing inclusion and accessibility.

Case studies on employers who have successfully implemented disability inclusion best practices - and the positive impact they have produced.

- [Getting to Equal: The Disability Inclusion Advantage](#) (Accenture, Disability:IN, AAPD)
 - New research from Accenture, in partnership with Disability:IN and the American Association of People with Disabilities (AAPD), reveals that companies that embrace best practices for employing and supporting more persons with disabilities in their workforce have outperformed their peers.
- [Hiring People With Disabilities is Good Business](#) (New York Times)
 - For years, companies have maintained low expectations about hiring people with disabilities. Most of these companies believed that employees with disabilities could not perform well in the workplace and that actively hiring them would drag company performance and profits down. Thankfully, over time, many employers have come to understand that these perceptions are untrue. And new research strongly suggests that the opposite — that hiring people with disabilities is good for business.
- [EARN](#) has a long list of case studies

Companies Implementing Best Practices for Inclusion

- Employee affinity groups for people with disabilities
 - [EY](#): Our disabilities network, AccessAbilities[®], concentrates solely on workplace culture and environment
- Staff training efforts
 - [Best Buy](#): eLearning that would educate their employees on the characteristics of ASD and how best to work with an employee (or customer) on the spectrum.

- [Microsoft](#): One of the ways Microsoft prepares to recruit people with disabilities is by providing New Recruiter Orientation training.
- Skills training for people with disabilities
 - [CVS](#): Abilities in Abundance offers highly successful skills development programs, job training, and placement opportunities for individuals with intellectual and developmental disabilities, as well as those with visual impairments.
- Partnerships with local/national disability advocacy groups/consultants
 - [HP](#): In Australia, Hewlett Packard Enterprise (HPE) is partnering with Denmark-based Specialisterne and the Australian Department of Human Services to implement an innovative program designed to meet the technology company's specific skill needs by recruiting individuals on the autism spectrum. At the heart of the program is an alternative approach to the onboarding process and provision of ongoing employment supports.
- Accommodations
 - [MetLife](#): In many instances, MetLife finds the accommodations that student interns request, if any, are a minimal cost. The most common accommodations involve flexible arrangements such as the supervisor giving approval for time off for appointments or the option to work from home on certain days.