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By the Numbers:
Hoosiers with Disabilities & Employment Supports

It is essential that employers address issues related to the policies and individuals affected by individuals with disabilities.

Workers with disabilities face unique disparities and challenges at higher rates than non-disabled workers.

12.6%

Over **1 in 8** Hoosiers age 18-64 have a disability.[1]

The unemployment rate for people with disabilities was **7.2%** in 2023, about twice that of non-disabled job-seekers.[2]

Within the disability community, disparities exist:

Nationally, African-Americans with a disability are **22% more likely** to be unemployed.[3]

Nationally, women with disabilities are typically paid only **36 cents per dollar** paid to a non-disabled man.[4]

A major reason people with disabilities don't seek employment is their perception about their ability to work and stay employed.[5]

Workplace supports are needed:

More than 1 in 4 twenty-year olds will experience a significant disabling condition before they reach age 65.[6]
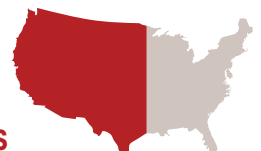
In Indiana, **740** Equal Employment Opportunity Commission disability-related complaints were filed in 2023.[7]

Nationally, **57% of workers** lack employer-provided personal medical leave, and 21% don't have paid sick days for short-term illness and prevention care.[8]

Employers should also educate themselves on how to implement reasonable accommodations, and work to expand leave polices.

Data & entrepreneurship supports are needed:

- Many individuals with disabilities see entrepreneurship as a promising option to earn and contribute.[9]

- Large national surveys like the U.S. Census Bureau and small business surveys by the Federal Reserve System do not collect disability status of business owners.[10]

We need a stronger investment in employee knowledge of available workplace accommodations, vocational rehabilitation agencies, workforce development programs, and other similar supports for workers.

Companies that have disability-friendly polices achieve 1.6 times more revenue, 2.6 times more net income, and 2 times more profit.[11]

We all benefit from inclusive workplaces that invest in the talents of Hoosiers with disabilities.

Sources:

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10 Ibid.

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