



# The State of Workplace Inclusion & Accommodations

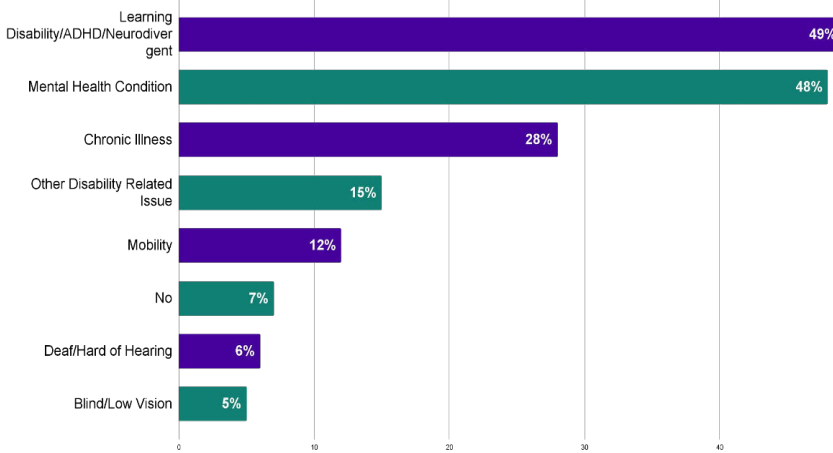
## Background:

- Inclusively surveyed ~9,000 job seekers on our Hire platform in July 2024
- Respondents were job seekers or currently employed
- Inclusively received 544 responses

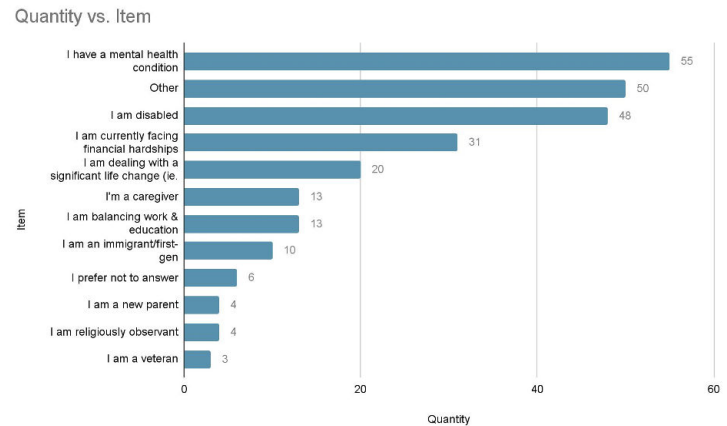
## Key Takeaways:

- Majority of job seekers have disability-related issues—with neurodivergence & mental health conditions topping the list
- Respondents do not feel safe disclosing and need *anonymous* support & accommodations to stay & be productive in their job

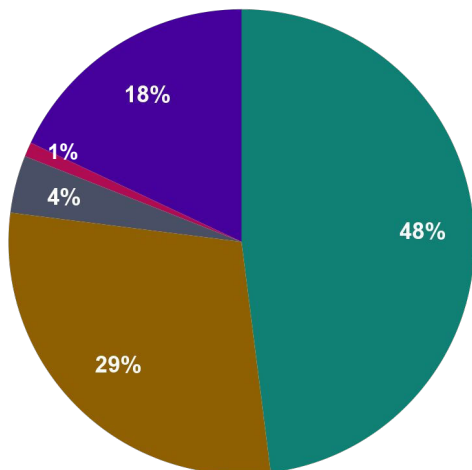
## Top Identified Disability-Related Issue: Neurodivergence & Mental Health Condition



## Mental Health Is The Top Reason For Needing Accommodations



## 77% Want Support Using Anonymous Tools

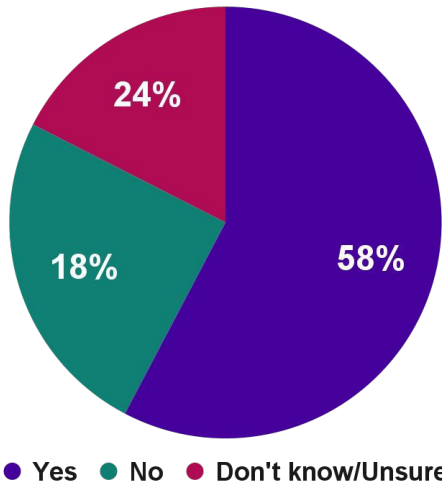


● Strongly Agree ● Agree ● Disagree ● Strongly Disagree ● Neutral

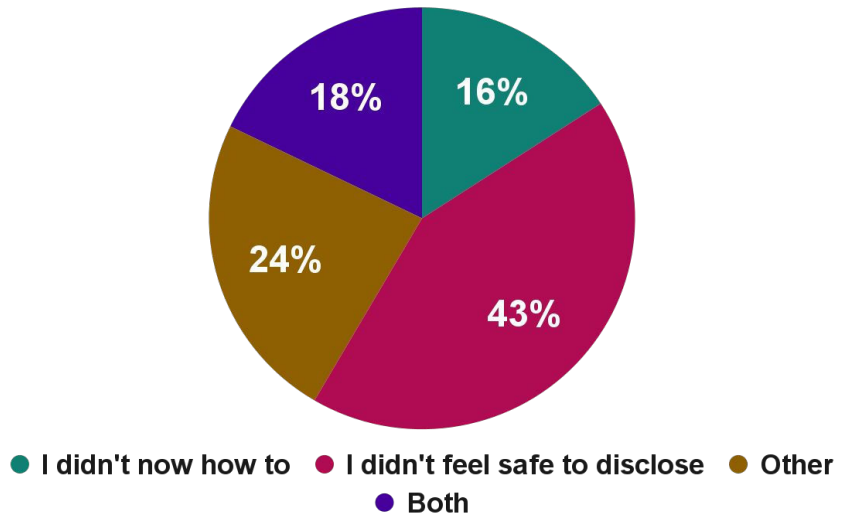
**42% know how to request accommodations** in the hiring process; 48% know how to request as a new hire – **But Over Half (56%) Do Not Request Accommodations**



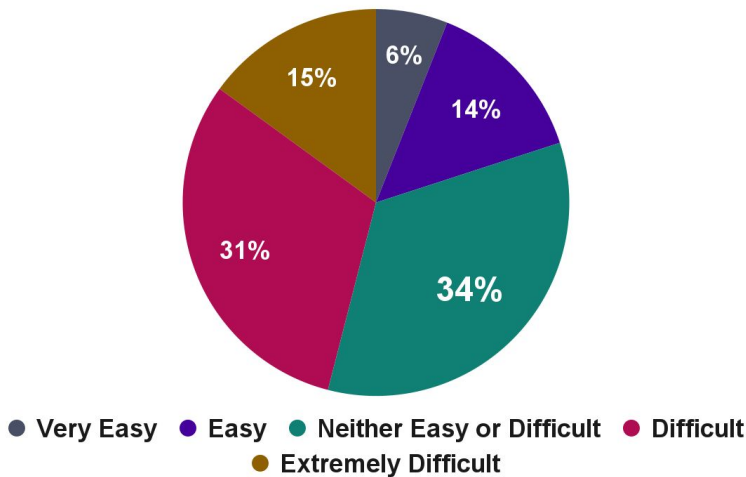
**Almost 60% Cited Accommodations As Critical to Workplace Success**



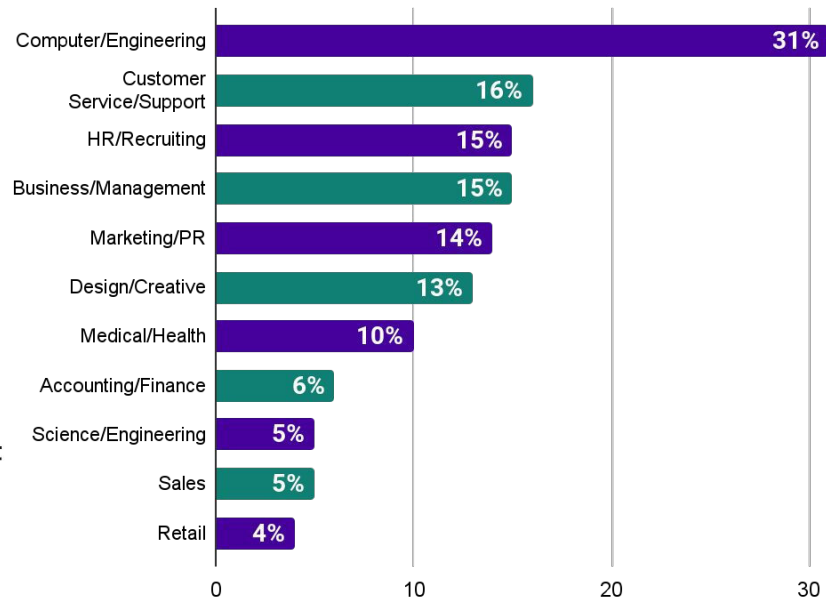
**43% Who Do Not Disclose Say They Don't Feel Safe Doing So**



**46% Who Disclose Say The Process is Difficult**



**Computer Engineering Job Seekers Are Searching for Accommodations The Most**



**Employer's Call To Action – Tap Inclusively's Retain Platform to:**

- **Maximize Existing Investments:** Bring together & highlight all of the benefits & services already offered, ensuring they are better utilized and easily accessible.
- **Improve Employee Support with a 'Universal Approach':** Personalized, anonymous, and stigma-free support through the platform, helps meet all employees' needs, leading to improved productivity, retention, and well-being.
- **Streamline Processes:** Centralizes and simplifies the Interactive Accommodations Process (IAP) by tying together disparate processes and lowering exposure to risk.