



Embracing Disability Inclusion

The pandemic, recession, and racial injustice have shined a light on what we have all known for far too long: people with disabilities have been disproportionately impacted by each crisis, each budget cut, and each roll back of civil rights. If the philanthropic sector is to advance social justice, diversity, equity, and

**6 | Million
Adults
In The United States
Live With Disabilities**

inclusion, then we must recognize that disability is a key element in our work. The Presidents' Council on Disability Inclusion in Philanthropy is committed to advancing disability inclusion in our sector. As grantmaking and philanthropy-serving organizations, we must engage on a learning journey that centers the perspectives of disabled people, and we must deepen our understanding of disability as a natural part of the human experience.

Committing to the Journey: An Invitation to Philanthropy

What is the Disability Inclusion Pledge?

The [Disability Inclusion Pledge](#) is a commitment to embark on a disability inclusion learning journey. Grantmaking and philanthropy-serving organizations who sign the pledge agree to pursue specific disability inclusion action steps, which move beyond the minimum legal requirements. **The first steps include:**



Disability Community
Engagement



Disability-Inclusive
Language



Accessible Events



Inclusion Audits
and Plans



Staff Training
and Participation



Board Training
and Participation



Disability
Grantmaking



Measure and Report

We believe that by being accountable for integrating disability within our organizations and collectively sharing our learnings, we can influence the philanthropic sector to move toward a future of inclusion and equity for all.

Where can we find answers to our questions about the Disability Inclusion Pledge?

We have created a version of the Disability Inclusion Pledge, which includes answers to frequently asked questions. You may view the FAQs at <https://bit.ly/DisabilityInclusionPledgeFAQ>.

How can my organization sign on to the Disability Inclusion Pledge?

You may read the Disability Inclusion Pledge in full and sign on at <https://disabilityphilanthropy.org/disability-inclusion-pledge/>.

Sharing Our Learning

Convened by the Presidents of the Ford and Robert Wood Johnson Foundations, the Presidents' Council on Disability Inclusion in Philanthropy includes 17 foundation CEOs who have committed to work together to advance inclusion. Each foundation is at a different stage of its disability inclusion learning journey, and all are committed to share our learning as we work collectively to move our sector to a disability-inclusive future. Guided by our [theory of change](#), we seek to create a culture of inclusion that incorporates learning and engagement, narrative change, and operational change, resulting in increases in disability participation and disability grantmaking.

The [Disability & Philanthropy Forum](#), created by the Presidents' Council, is a hub for learning about disability inclusion in philanthropy, with extensive information to support your implementation of the Disability Inclusion Pledge. Join the Forum with a free membership to receive access to member-only resources, newsletters, and invitations to philanthropy-only events. We hope to create a community of practice for disability inclusion in our field, and everyone working in philanthropy is welcome.

To learn more about the Forum and the Presidents' Council, contact info@disabilityphilanthropy.org. For more information, visit the Disability & Philanthropy Forum at disabilityphilanthropy.org.