

Disability Inclusion Pledge



An Invitation to Philanthropy

Inequity: Disability has been overlooked

There are 61 million adults in the United States who live with disabilities. More than one in four people with disabilities live in poverty, and they are less than half as likely to be employed or to attain a college degree compared to people without disabilities. Disability intersects with all identities, and structural forms of marginalization including racism and gender bias exacerbate the stigma and discrimination experienced by people with disabilities. Despite this reality, philanthropy is only now starting to recognize disability as a key element of its commitment to social justice, equity, and inclusion.

Moving Forward: First steps toward disability inclusion

What is the Disability Inclusion Pledge?

Our foundations recognize that ableism - the systemic stigma and discrimination against people with disabilities - is a core barrier to equity and inclusion. Each foundation listed below commits to embark on a disability inclusion learning journey, and to pursue the following preliminary disability inclusion action steps, which will take us beyond the minimum legal requirements.

We will hold ourselves accountable and will report back to the [Presidents' Council on Disability Inclusion in Philanthropy](#) on our progress no later than 2023. We recognize that these are first steps, and commit to a continuing learning and implementation process that will advance systemic change within our foundations and serve as models for disability inclusion in the philanthropic sector.



Disability Community Engagement:

Create explicit policies for including people with disabilities in community engagement activities and other advisory roles in the spirit of the disability rights principle “nothing about us without us.”



Disability-Inclusive Language:

Recognizing that the language of identity is an individual choice that varies widely among the disability community, use both person-first and identity-first language to respectfully acknowledge different preferences in internal and public facing communications and style guides.



Accessible Events:

- a. Include accommodations language on invitations and registrations for all events that we host and sponsor.
 - b. In addition to the events we host and sponsor, request that accommodations language be used in invitations and registrations for events we speak at and co-sponsor.
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Inclusion Audits and Plans:

Conduct audits and create improvement plans that we will implement over time to ensure the accessibility and disability inclusion of:

- a. Employment practices, encompassing but not limited to our accommodations, talent recruitment, and retention policies.
 - b. Facilities, promoting universal design whenever possible.
 - c. Websites in accordance with the most recent Web Content Accessibility Guidelines (WCAG).
 - d. Grant making processes and systems, both for external (grantee) and internal (staff) users.
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Staff Training and Participation:

- a. Include disability education in diversity, equity, and inclusion training.
- b. Incorporate best practices for recruiting, retaining and promoting people with disabilities on our staff, including but not limited to accommodations policies, job descriptions and training of hiring managers.



Board Training and Participation:

- a. Include disability in any board diversity, equity, and inclusion training.
 - b. Incorporate best practices for including people with disabilities on boards and committees.
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Disability Grantmaking:

- a. Examine our grantmaking programs, policies, and practices to determine how they can be more inclusive of people with disabilities.
 - b. Establish foundation-wide goals for disability grantmaking consistent with the mission and purposes of our philanthropy.
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Measure and Report:

- a. Request, on a voluntary basis, demographic data from our board, staff, and grantees that includes disability as a dimension of diversity, and work collectively to propose a uniform way to track disability participation in the philanthropic sector.
- b. Periodically publish aggregate disability demographic data related to our board, staff, and grantees.
- c. Report on disability grantmaking.

Presidents' Council Foundations

The California Endowment

California Wellness Foundation

The Chicago Community Trust

Craig H. Neilsen Foundation

Doris Duke Charitable Foundation

Ford Foundation

Heinz Endowments

Kresge Foundation

MacArthur Foundation

Andrew W. Mellon Foundation

New York Women's Foundation

Open Society Foundations

Robert Wood Johnson Foundation

Ruderman Family Foundation

Weingart Foundation

Wellspring Philanthropic Fund

WITH Foundation

See <https://disabilityphilanthropy.org/disability-inclusion-pledge-signatories/> for the growing list of grantmaking and philanthropy-serving organizations that have signed the pledge to signal their commitment to disability inclusion. We look forward to having you join us.

