

Beat: Lifestyle

L OREAL USA Receives TOP SCORE Of 100 On 2019 DISABILITY EQUALITY INDEX

FOR THE SECOND YEAR IN A ROW

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USPA NEWS - For the Second Year in a Row, L'Oréal USA has been recognized as a Top place to work with a Score of 100 on the 2019 Disability Equality Index (DEI). The DEI is a Unique, Joint Initiative of Disability:IN and the American Association of People with Disabilities (AAPD). It serves as the Nation's most Comprehensive Annual Benchmarking Tool for Corporations.

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This Evolving Index objectively scores each Corporation on a Scale from 0 to 100""100 representing the most Inclusive. The DEI was developed by the Two National Leaders in Consultation with the Appointed DEI Advisory Committee, a Diverse and Voluntary Group of Experts in Business, Policy and Disability Advocacy.

"The DEI helps companies measure their own progress on disability inclusion and challenges them to improve their policies and practices "" not just because it's the right thing to do, but also because it's also good for business," said Ted Kennedy, Jr., disability rights attorney and board chair of AAPD. "Research shows that companies that champion disability inclusion significantly outperform their peers across key financial indices including revenue, net income, profit margins and shareholder returns. AAPD is truly impressed by this year's DEI participation and we're proud to collaborate with the business community to prioritize industry-wide disability inclusion practices."

The number of participating businesses with a disability-focused employee resource group (ERG) sponsored by a senior executive has increased from 64% to 86%. As of 2019, 93% of businesses audit their public-facing websites for accessibility, compared to just 57% one year ago. These participating businesses represent over 8.6 million employees, 3.7% of which self-identify as having a disability.

"AAPD is excited to see a record-breaking number of businesses prioritizing disability inclusion and promoting accessibility," said Helena Berger, President and CEO of AAPD. "As we approach the 29th anniversary of the passage of the Americans with Disabilities Act (ADA), this year's DEI results will help businesses identify opportunities for improvement, as well as leverage their disability inclusion strategy as a competitive advantage "" inching us closer to achieving the ADA's goal of economic self-sufficiency for every disabled American."

L'Oréal USA is dedicated to creating an inclusive workplace and has developed many initiatives to support disabled employees including the creation of its DiversABILITY Think Tank, an employee-led resource group dedicated to raising awareness and supporting the recruitment, advancement and retention of people with disabilities. In 2018, the group led a "Breaking the Silence" disability self-disclosure campaign to give a voice to and build a community for disabled employees by sharing personal stories, providing resources and establishing strategic partnerships with disability organizations.

The 2019 DEI Report dives deeper into the insights of the 2019 DEI results and can be accessed here: DisabilityIN.org/DEIReport2019.

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