

# WORLD INSTITUTE ON DISABILITY

## 2020 ANNUAL REPORT



Operationalizing inclusion by incubating and driving research and policy into action



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# MESSAGE FROM EXECUTIVE DIRECTOR & CEO

Welcome to the World Institute on Disability (WID).

This year was like no other!

The pandemic forced us all to change and adapt. WID was fortunate to have been able to maintain and accelerate our priorities. We invested in technology and transformed to a fully functioning remote environment; we updated our strategic priorities to align with the needs of the people and communities we serve, and we proactively developed and expanded key alliances and partnerships to position WID for even greater impact.



Despite our efforts and the efforts of our global disability rights partners and allies, COVID-19 has ravaged our global community. The rights and needs of people with disabilities have been ignored in countries with resources as well as those without them, and far too many disabled lives have been lost.

This year also ushered in greater global awareness of the systemic racism and bias against Black, Brown, Indigenous and other communities of color. Without a commitment to racial equity, disability inclusion efforts will simply continue to perpetuate bias and exclusion.

As we continue to advance the rights and opportunities for people with disabilities globally, none of this work would be possible without the generous support from our funders, donors, supporters, allies, and partners - thank you.

We are genuinely excited about this year and our continued progress in disrupting exclusion, filling the policy and service gaps, and building a more accessible and inclusive world for all of us. This is the only way true global resilience can be achieved and sustained.

A handwritten signature in cursive script that reads "Marcie Roth".

Marcie Roth  
Executive Director & CEO  
World Institute on Disability  
marcie@wid.org



# THE GLOBAL CHALLENGE:

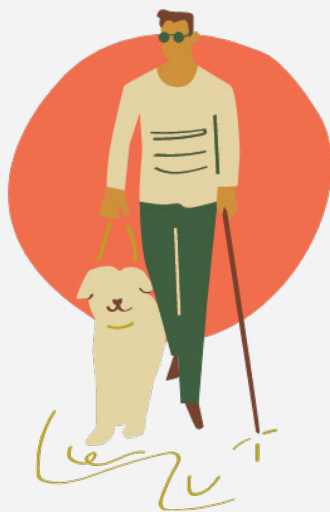
## Disability Inclusion



One billion people, or 15% of the world's population, experience some form of disability, and people with disabilities are more likely to experience adverse socioeconomic conditions than people without disabilities.



Due to the additional unmet health, home and community living needs of many people with disabilities, and institutionalized discrimination, the COVID-19 pandemic has had a devastating and disproportionately negative impact.



There are also many barriers to full social and economic inclusion for people with disabilities.

WID's mission is to change that.

# OUR MISSION

To continually advance the rights and opportunities of over one billion people with disabilities.



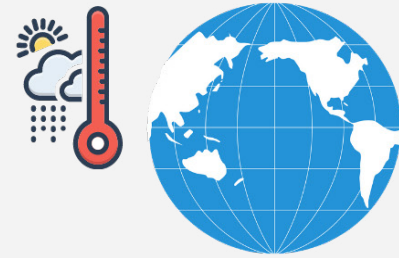
# OUR PROGRAMS



## Accessibility Solutions



## Digital Systems & Tools for Optimizing Community Living



## Excellence in Disability Inclusive Emergency Preparedness, Disaster Risk Reduction, and Climate Resilience

We conducted an in-depth, comprehensive process gaining insight and input from our board, staff, alliance partners, and community leaders to identify critical issues currently facing people with disabilities. We also analyzed our existing policies and practices related to those issues. As a result, we strategically realigned our priorities to produce programs that would positively impact the well-being and economic inclusion of people with disabilities worldwide.

Today, WID's programs and work center on:

- Accessibility Solutions
- Digital Systems & Tools for Optimizing Community Living
- Excellence in Disability Inclusive Emergency Preparedness, Disaster Risk Reduction, and Climate Resilience.

# OUR PROGRAMS:

## Accessibility Solutions



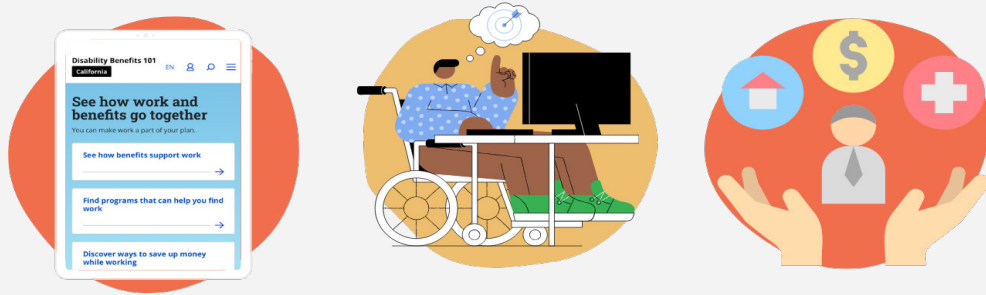
We work with clients to operationalize inclusion by examining and recommending accessibility and disability inclusion policy and practices for organizations' internal and external processes.

### Accessibility Solutions Highlights:

- Our usability testing program worked with clients to make their products, online presence, apps, and services accessible to people with disabilities and compatible with assistive technologies.
- We conducted market research via focus groups and surveys to provide our clients constructive conversations and data that offered an industry an inside view of the participants' experiences and expectations as people with disabilities.
- In collaboration with conference organizers, we provided training and technical assistance to offer event accommodations. We implemented accessibility upgrades for both in-person and remote convenings that allowed for greater participation and inclusion of the disability community.
- We provided consulting services that assisted business and industry in targeting people with disabilities within their marketing initiatives. We worked with our clients to identify the market opportunity and provided guidance around messaging and imagery.
- To increase employment opportunities and inclusion, we worked with companies to expand their disability inclusion work practices. Our clients implemented disability employee resource groups, accommodation policies, and audited office systems with accessible technologies.
- We also provided training and technical assistance on various topics, such as disaster preparedness and evacuation, document accessibility, disability-specific marketing strategies, and accessibility topics generally.

# OUR PROGRAMS:

## Digital Systems & Tools



We support the policies and systems that address equal access to support full community inclusion of people with disabilities by creating and implementing digital systems and tools. Our ultimate goal in this work is to bridge the gaps among research, policy, and practice to promote independent living.

### Digital Systems & Tools Highlights:

- WID's flagship digital platform is Disability Benefits 101 (DB101). DB101 is a comprehensive, state-specific digital tool that enables people with disabilities to make informed decisions about competitive integrated employment becoming a part of their lives.
- This innovative platform is currently offered in the U.S. in nine states
- Four DB101 sites, Arizona, Michigan, Minnesota, and Ohio, were redesigned as fully mobile-responsive sites with a cleaner, more intuitive navigation.
- Colorado is the tenth state to offer DB101, launching in 2021.
- California will also be offering a redesigned version of DB101 in 2021.
- Minnesota Housing Benefits 101 Places (HB101 Places) was launched this year. HB101 Places is a platform for real-time searches for housing within Minnesota that includes support for people with disabilities and people in substance use recovery programs.

"I use DB101 throughout my day every day. I can't work without it. This tool makes it possible to do my job and teach others to help their clients!"

**Christine Ojeda**

Work & Benefits Planner/ Options Counselor Expert

Disability Hub MN, Metropolitan Center for Independent Living



# OUR PROGRAMS:

## Emergency Preparedness, Disaster Risk Reduction, and Climate Resilience



This program was born out of the knowledge that the frequency, intensity, and duration of emergencies and disasters are rapidly increasing due to climate and non-climate-driven causes, resulting in a disproportionate impact on people with disabilities. We are focusing on actions that measurably improve outcomes for disaster-impacted people with disabilities and their communities.

### Emergencies, Disasters, and Climate Resilience highlights:

- In collaboration with The Partnership and ONG Inclusiva, launched the Global Alliance, bringing together disability leaders and allies from 69 countries across 6 continents.
- We supported implementing the U.N. Disability Inclusion Strategy across the U.N. Office for Disaster Risk Reduction, assessing current inclusive practices, and providing training to the entire agency.
- We joined the the Advisory Board of the Disability-Inclusive Climate Action Research Program (DICARP) at McGill University in Canada.
- We served as a national and global expert throughout the COVID response, jointly issuing a Call to Action on the rights and disproportionate impact of COVID on people with disabilities in the first days of the pandemic, then meeting daily without interruption to share information and develop strategies for continued advocacy on behalf of people with disabilities.
- We provided testimony before the U.S. House of Representatives Committee on Transportation and Infrastructure Subcommittee on Economic Development, Public Buildings, and Emergency Management on the experiences of people with disabilities during disasters.

One of our most significant achievements was launching the Global Alliance for Disability Resource Acceleration (GADRA), collaborating with the Partnership for Inclusive Disaster Strategies (the Partnership) and ONG Inclusiva. GADRA represents a "Call-to-Action" to galvanize disability-led organizations, foundations, corporations, and other allies to identify the needs of local disability-led organizations and link partners to accelerate assistance and resources, both during and after disasters.

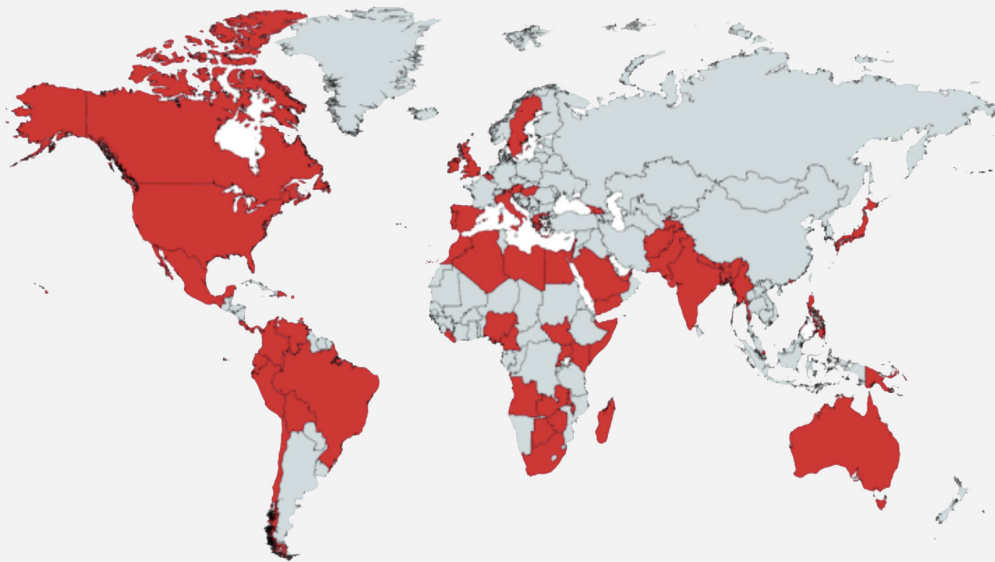
# Global Alliance for Disability Resource Acceleration (GADRA)

GADRA was formed as a direct response to COVID-19, which impacted multiply-marginalized people with disabilities even more disproportionately than other disasters, with devastating outcomes. The Global Alliance was also formed as a resource for rapid response to future disasters.

“Thanks to WID and the GADRA Alliance; we are working together to deliver invaluable resources and assistance to the DPO’s that need it most.”

**Carlos Kaiser**  
ONG Inclusiva

WID and its GADRA partners include DPOs, funders, and allies from 69 countries across six continents.



# OUR FINANCIALS

## Revenue

Government Grants & Contracts  
47.20% - \$ 1,180,341

Foundation & Community Grants  
23.48% - \$587,209

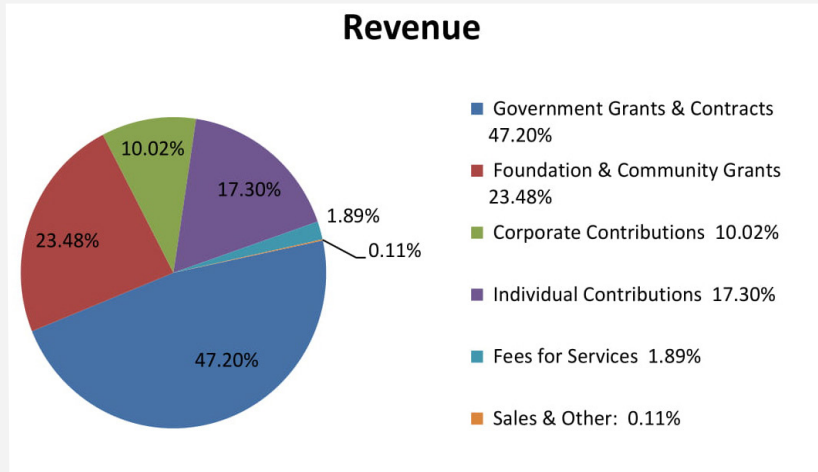
Corporate Contributions  
10.02% - \$ 250,479

Individual Contributions  
17.30% - \$432,490

Fees for Services  
1.89% - \$47,181

Sales & Other  
0.11% - \$2,765

**Total: \$ 2,500,465**



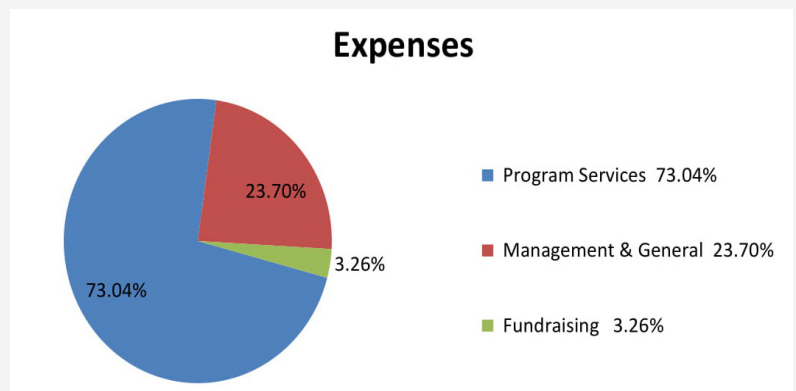
## Expenses

Program Services  
73.04% - \$ 1,773,466

Management & General  
23.70% - \$575,529

Fundraising  
3.26% - \$79,152

**Total \$ 2,428,146**



# OUR STAFF



**Marcie Roth**  
Executive Director  
& CEO



**Heather Duncan**  
Executive Assistant  
& Board Liaison



**Kat Zigmont**  
Senior Director of Operations  
& Deputy Director



**Reggie Johnson**  
Senior Director of  
Marketing &  
Communications



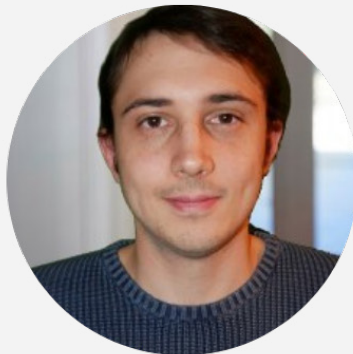
**Nicholas Love**  
Digital Systems & Tools  
Director



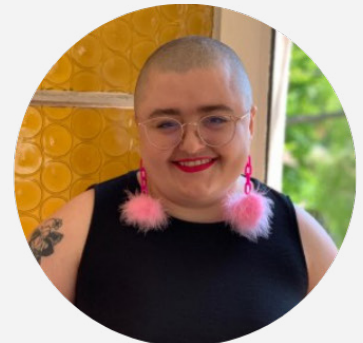
**Marsha Saxton, Ph.D.**  
Director of Research



**Cara Braskat**  
Accounting & Contracts  
Manager



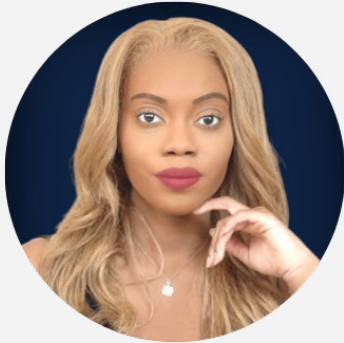
**Dustin Snowadzky**  
Technology Specialist



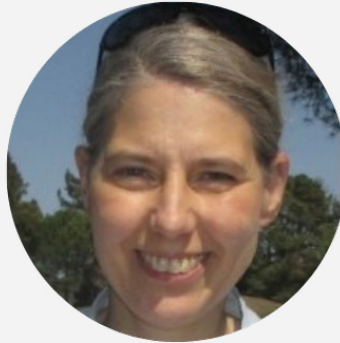
**Moya Shpuntoff**  
Marketing &  
Communications Specialist

# OUR STAFF

(continued)



**Ashley Inkumsah**  
Marketing &  
Communications  
Specialist



**Josephine Schallehn**  
Projects Coordinator II



**Melissa Marshall**  
Policy Advisor



**Dawn Skaggs**  
Emergency, Disaster &  
Climate Resilience  
Specialist

# OUR BOARD OF DIRECTORS

## Board Leadership



**Kevin Foster, Chair**  
Human Resources  
Professional



**Eli Gelardin, Vice Chair**  
Executive Director, Marin  
Center for Independent  
Living

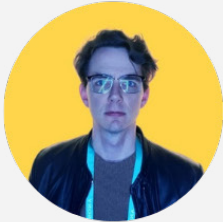


**Debra Ruh**  
CEO and Founder, Ruh  
Global IMPACT



**Sheridan Gates, mED, PCC**  
Treasurer; Executive Coach,  
Purpose At Work

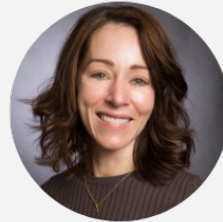
## Board Members



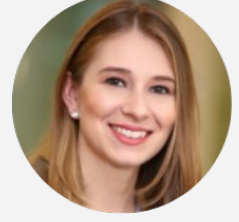
**Zachary Bastian**  
Manager, Public Policy, &  
Strategic Alliances, Verizon



**Joyce Bender**  
Founder and CEO, Bender  
Consulting Services & Bender  
Leadership Academy



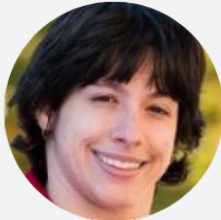
**Tali Bray**  
Chief Information Officer for  
IT Management, Wells Fargo



**Bryanna Evans**  
Grassroots and  
Strategic Initiatives  
Director, ACLI



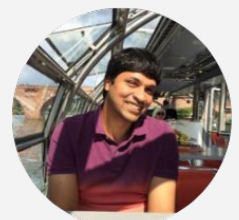
**Malcom Glenn**  
Director of Public  
Affairs, Better.com



**Darlene Hemerka**  
Equal Justice Works Fellow,  
the Public Interest Law Center



**Alieu Jaiteh**  
Teacher & Social  
Entrepreneur



**Kiran Kaja**  
Technical Program  
Manager, Google



**Carmen Daniels Jones**  
Vice President &  
Community & Vendor  
Engagement,  
UnitedHealthcare



**Lorrell D. Kilpatrick**  
Disability Rights  
Advocate, Everybody  
Counts Inc



**Susan Mazrui**  
Director of Public  
Policy, AT&T



**Kamilah Martin-Proctor**  
Chair, DC Commission  
on Persons with  
Disabilities

# OUR BOARD OF DIRECTORS

(continued)



**Julie E. McCarthy**  
**SPHR-CA,**  
**SHRM-SCP**  
Human Resources  
Professional



**Neil Milliken**  
Head of Accessibility &  
Digital Inclusion, Atos



**Michael Palmer**  
Inclusion Accessibility  
Professional



**Miguel Quinones**  
User Experience Research  
Manager, Google



**Brian Scarpelli**  
Senior Policy Counsel, ACT;  
The App Association



**Rachel Wolkowitz**  
Partner, Wilkinson Barker  
Knauer LLP



**Frances West**  
IT Executive, FrancisWestCo



**Yves Veulliet**  
Global Diverse Ability  
Inclusion Leader, IBM

# OUR DONORS

Your donations and support make possible WID's vital work to improve the quality of life for people with disabilities.

