



World Institute on Disability 2021 Annual Report



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Message from Executive Director & CEO

Welcome to the World Institute on Disability (WID) 2021 Annual Report!



2021 continued to be another year of change. While the pandemic still raged on and new vaccines were introduced to some parts of the globe, many people, especially people with disabilities continued to face immense challenges as the world navigated continual change.

At WID, we are keenly aware of the challenges that people with disabilities face in their daily lives. We continued to make strategic investments to further accelerate our mission to continuously advance the rights and opportunities of more than one billion people with disabilities, and extend our reach to make an even greater impact in the communities we serve.

Specifically, we believe that people with disabilities and others from multiply-marginalized communities should live in a world that is accessible and inclusive for everyone; have access to tools and resources to make informed benefits, housing, and employment decisions about their lives, and live in a world in which their needs and wellbeing are prioritized in emergencies, disasters and climate events.

Our work has been focused on improving these areas for people with disabilities and in 2021, we continued to further this commitment.

As we continue to remove barriers to include people with disabilities globally, we would not be able to do this work if it were not for the generous support from our funders, donors, supporters, allies, and partners!

We are proud of what we accomplished together in 2021 and look forward to continued growth and impact in 2022!

Kind Regards,
Marcie Roth
Executive Director and CEO

A handwritten signature in black ink that reads "Marcie Roth".

Who We Are

Solutions for Community Inclusion

The World Institute on Disability (WID) is dedicated to designing, building, and supporting community solutions by removing barriers to include people with disabilities.

To build a more inclusive global society, WID:



Promotes equity policies



Helps assure that products and services are more accessible



Provides consulting services



Offers training and tools



Supports emergency, disaster, and climate efforts

Our Guiding Principles

Disability-Led

Valuing lived experience, with 51% or more of our Board and staff identifying as people with disabilities

Accelerating Inclusion

Leading a global effort to eliminate barriers and advance policies that eliminate exclusion and drive inclusion

Pan-Disability Movement Solidarity

Pursuing equality, inclusion, and accessibility for all people with any disability

Advancing Human Rights and Supporting Disability Justice Across the LifeSpan

Securing and enhancing independent and interdependent livelihoods for the whole community

Intersectional and Cross-Cultural Competency

Including the full spectrum of identities and the range of privilege, marginalization, and oppression that impact how disabled people are treated

Ethics, Integrity and Accountability

Directing our focus and uncompromising standards to the needs of everyone with disabilities, especially people who are most marginalized

Our Mission

On a global scale, to continuously advance the rights and opportunities of more than one billion people with disabilities.



Our Vision

A world in which people with disabilities live freely where access, inclusion, equity, and resilience are embedded throughout every global community.



Our Focus Areas

We believe that accessibility and inclusion benefit the whole community. To help create a more inclusive global society, we have developed an expertise and are focusing on three specific areas that profoundly impact the lives of people with disabilities:



Accessibility & Universal Design: supporting people with disabilities via disability-led surveys and focus groups, user experience testing, climate assessments and audits, training, and advisory services to drive better product and services design and accessible experiences for employees, clients, and customers.



Community Inclusion: providing people with disabilities and their circles of support training, technical assistance, online tools and resources to make informed decisions about their benefits, housing, and employment options. WID also works to eliminate barriers to achieving the full inclusion of people with disabilities by addressing and influencing systems, policies, and tools.



Emergency, Disaster, and Climate Resilience: providing disability-inclusive emergency and disaster preparedness and resilience planning, training, consulting, and other programming to save lives and minimize negative impact.

Accessibility & Universal Design Services

WID provides customized services to organizations by examining and recommending accessibility and disability inclusion strategies, policies, and practices for their internal and external processes. We value the lived experiences of people with disabilities as part of the vital process to help make organizations' products and services more accessible.



WID is a global expert on user experience testing. Our team will use our extensive registry of user testers with a broad range of disabilities to help you understand how your physical spaces, products, equipment, websites, apps, and services can support a much larger customer base, and an expanded qualified workforce. We provide thorough feedback to assist you in creating more welcoming and inclusive experiences, by reducing access barriers both in physical and digital spaces.



WID works with companies to embed event accessibility into in-person and virtual gatherings. Whether it be regular meetings and trainings, or conferences and special events, WID's accessibility professionals work with companies, government agencies, and organizations to create accessible experiences for all participants.

Accessibility & Universal Design Services (continued)



WID collaborates with organizations to increase and improve their disability, equity, and inclusion business practices. We also work with our clients to help create inclusive, accessible marketing directed at customers and candidates with disabilities and provide guidance around messaging and imagery.



WID conducts market research via focus groups and surveys to provide constructive conversations and data that offers companies an inside view of the participants' experiences and expectations as customers and employees with disabilities.



WID also provides training and technical assistance regarding document accessibility on a variety of topics, such as Microsoft Office suite and Adobe PDF accessibility how-to's, video accessibility best practices, disability etiquette and bias awareness, remote and in-person workplace accommodations, disability-specific marketing strategies, and general accessibility topics.

Accessibility & Universal Design Services (continued)

Key Highlights in 2021:



WID hosted a virtual Global Accessibility Awareness Day (GAAD) event in May. This event helped position our User Experience (UX) model as a powerful model to assist organizations and companies in understanding how accessibility impacts customers and employees, and why lived experience matters when doing inclusive design.



WID doubled its user tester pool! More people with disabilities participating in testing offer a larger variety of voices that can provide impactful perspective and insight.



WID tripled its client base for UX testing. Within that client base, more than half have participated in ongoing testing (eg. monthly or quarterly engagements). We serve and address the needs of small, medium, and large organizations.



WID's disability, equity, and inclusion work has doubled in size in 2021. WID is seeing more companies want to address their internal systems and policies to better employ and support people with disabilities.

Community Inclusion Services

WID provides training, technical assistance, and online tools to help people with disabilities and their circles of support make informed decisions about their employment, benefits, housing, and inclusive living goals. Our work also drives and responds to US and non-US policies, systems, and tools that seek to eliminate the barriers to full inclusion of people with disabilities.

Key Highlights in 2021:



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 ten states: Alaska, Arizona, California, Colorado, Kentucky, Michigan, Minnesota, Missouri, New Jersey and Ohio. Illinois will be the eleventh state to offer DB101, launching in 2022.



In Michigan, the benefits Estimator, which is an innovative feature within the DB101 platform is being integrated with veterans' benefits.



Housing Benefits 101 is a digital platform where people with disabilities can explore specific situations and programs to find the information, resources, and tools that lead to full community inclusion. HB101 was featured on the Accessible Housing Matters Podcast with Stephen Beard to educate listeners on accessible housing.

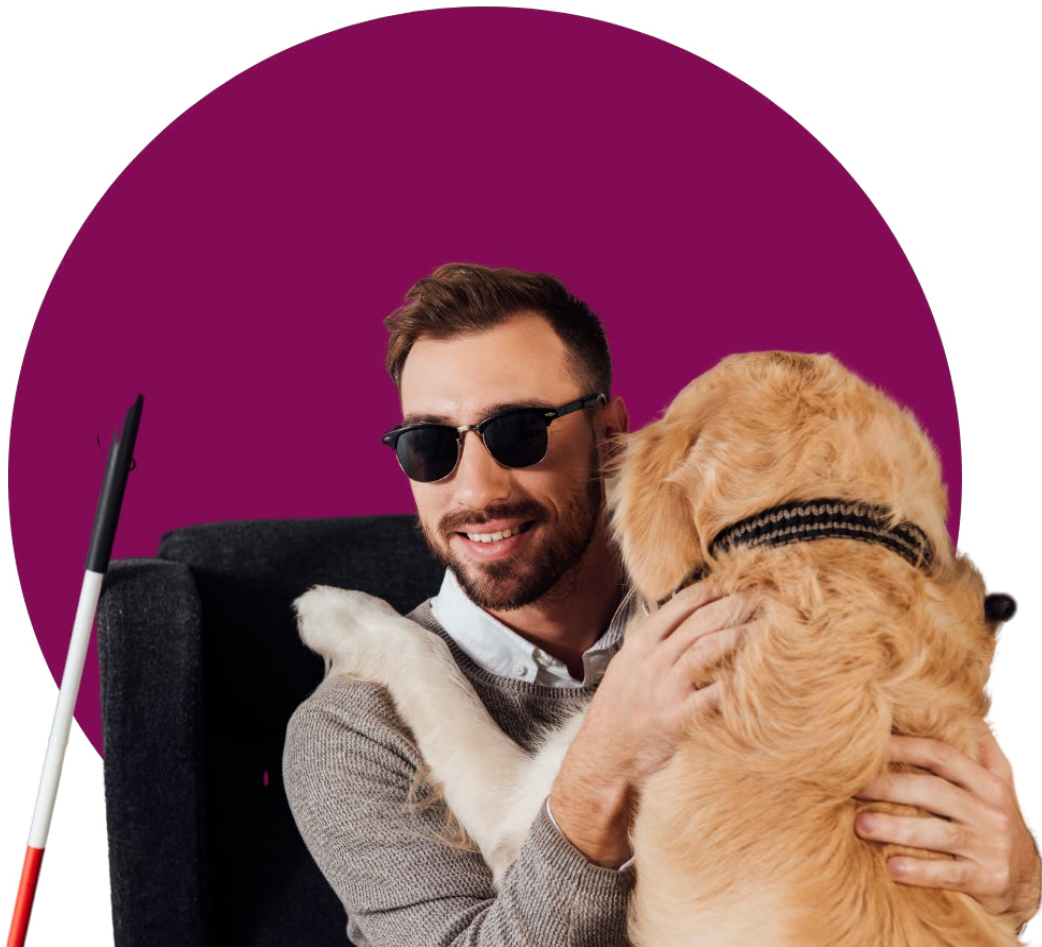
Community Inclusion Services (continued)



In response to the Work Innovation Opportunity Act (WIOA) in the U.S., directives secured braided-funding for the development of financial planning for people with disabilities on a learning management system currently under development to expand accessible learning tools for people with disabilities.



WID continues to work collaboratively nationally and globally to analyze and bridge the gaps among research, policy, and practice in alignment with our 2021 strategic priorities.



Emergency, Disaster, and Climate Resilience Services

WID provides inclusive disaster preparedness and resilience planning, training, consulting, and other programming to save lives. By leveraging the assets of the whole community, we are helping to build disability inclusion into global sustainable resilience. With increasing frequency, intensity and complexity of natural and human-caused disasters, this work is needed more than ever in local communities and on a global scale.



One of our signature programs for organizations is our Disability Inclusive Emergency Preparedness and Disaster Resilience program (DIEPDR). DIEPDR provides a scaled analysis of corporate, business, organization and public agency preparedness plans, policies, and responsibilities. DIEPDR provides an opportunity for businesses to demonstrate and improve their level of competence in inclusive emergency preparedness, response, and recovery planning. DIEPDR also provides improvement and remediation support to move businesses forward towards full integration of disability- inclusive emergency plans. With DIEPDR, you are provided accurate and inclusive disaster and continuity-of-operations plans in advance of a disaster.



Emergency, Disaster, and Climate Resilience Services (continued)

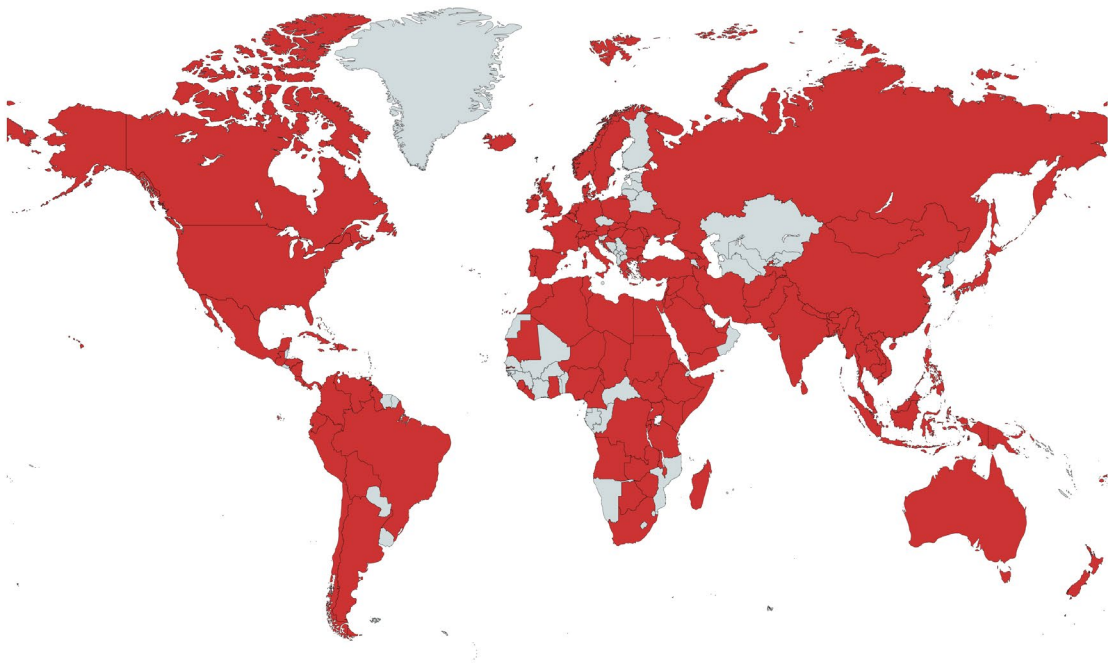
The Global Alliance for Disaster Resource Acceleration (GADRA) is an initiative in collaboration between WID, The Partnership for Inclusive Disaster Strategies and ONG Inclusiva that provides an avenue for corporations, foundations and others interested in providing direct support to disability-led organizations experiencing disasters. GADRA facilitates connecting disability-led organizations and the people they serve directly with corporations, funders, and support in a manner that best suits the disability-led organization's needs and maximizes impact to the affected community.

GADRA's Founder's Circle



Emergency, Disaster, and Climate Resilience Services (continued)

WID and its GADRA partners include DPOs, funders, and allies from over 125 countries.



Emergency, Disaster, and Climate Resilience Services (continued)

Key Highlights in 2021:



Awarded New Grant Projects:

- Health and Human Services Assistant Secretary for Preparedness and Response Grant for Public Private Disaster Health Equity Cooperative Grant 5 year project
- Department Of Defense contract for subject matter expertise (SME) technical assistance in disaster preparedness
- Neilsen Foundation Grant for COVID pandemic guidance resources for individuals with spinal cord injuries
- Verizon Disability Inclusion in Climate Justice Program
- New grants increased capacity for national impact to people with disabilities, disability organizations, businesses and government agencies



Held 5 international GADRA events:

- Two events regarding inclusive disaster planning and response to better support multiply-marginalized people including Black and Indigenous People of Color (BIPOC) and disabled populations
- Three-Part Series: Deaf-led Disaster Leadership and Action (with reach to over 90 countries), co-hosted in partnership with Gallaudet University

Emergencies, Disasters, and Climate Resilience Services (continued)

Key Highlights in 2021: (continued)



Organized and facilitated summit for the Florida Developmental Disabilities Council. This helped to unify emergency managers, health and public health professionals, public and private agencies with the disability community.



Provided disability-inclusive subject matter expertise to Verizon Social Responsibility Climate Justice Advisory Group. This helped to ensure that people with disabilities are included, represented, and afforded equity in climate justice actions and other social responsibility programs.

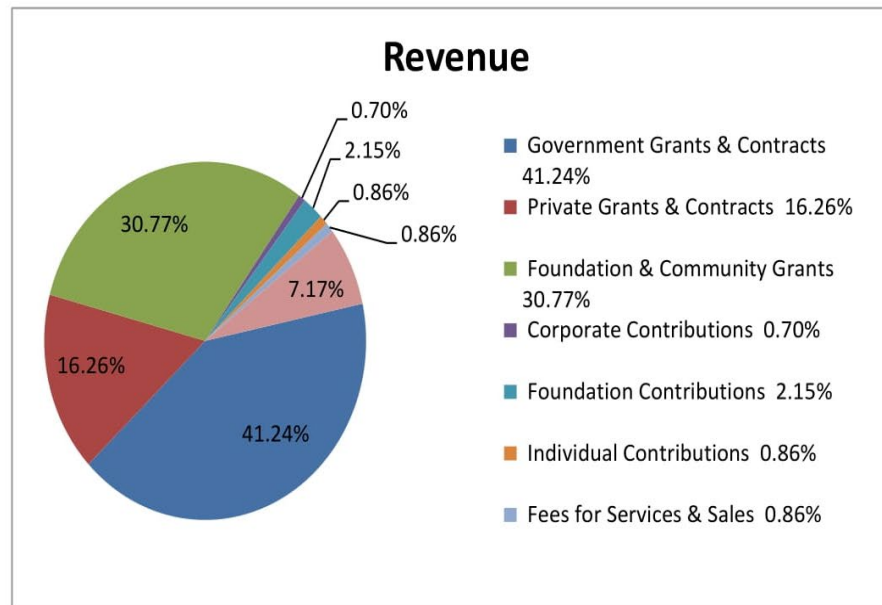


Our Financials

1/1/2021-12/31/2021

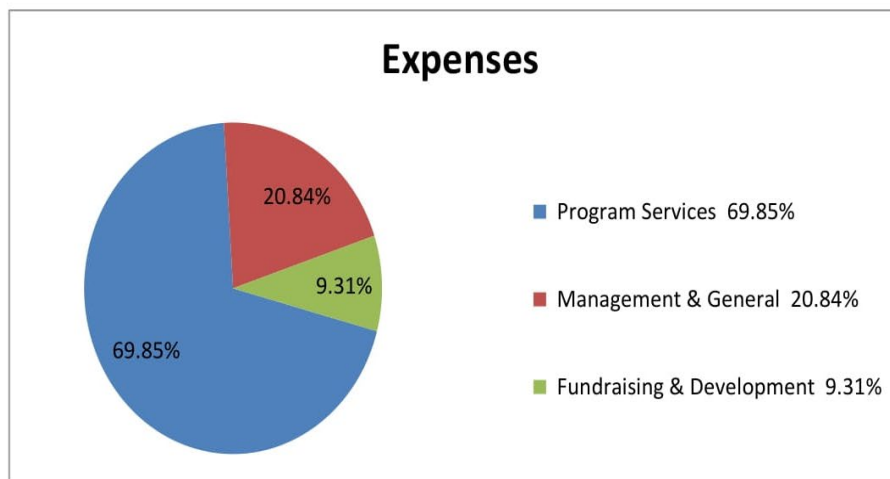
Revenue

| | | |
|----------------------------------|--------|---------------------|
| Government Grants & Contracts | 41.24% | \$ 1,183,761 |
| Private Grants & Contracts | 16.26% | \$ 466,773 |
| Foundation & Community Grants | 30.77% | \$ 883,255 |
| Corporate Contributions | 0.70% | \$ 20,083 |
| Foundation Contributions | 2.15% | \$ 61,633 |
| Individual Contributions | 0.86% | \$ 24,604 |
| Fees for Services & Sales | 0.86% | \$ 24,772 |
| Investment Income & Other Income | 7.17% | \$ 205,721 |
| Total | | \$ 2,870,602 |



Expenses

| | | |
|---------------------------|--------|---------------------|
| Program Services | 69.85% | \$ 2,112,870 |
| Management & General | 20.84% | \$ 630,549 |
| Fundraising & Development | 9.31% | \$ 281,586 |
| Total | | \$ 3,025,005 |



Audited

Our Staff



Marcie Roth
Executive Director
& CEO



Kat Zigmont
Senior Director of
Operations
& Deputy Director



Reggie Johnson
Senior Director of
Marketing &
Communications



Cara Brskat
Finance Manager



Nicholas Love
Director of Community
Inclusion



Dawn Skaggs
Director of Emergency,
Disaster and Climate
Resilience



Josephine Schallehn
Operations
Manager



Heather Duncan
Strategy Manager
and Board Liaison



Michelle Lantini
Corporate and
Foundation
Engagement Manager

Our Staff (continued)



Moya Shpuntoff
Senior Marketing
and Communications
Specialist



Ashley Inkumsah
Marketing and
Communications
Specialist



Megan Lang
Accessibility and
Universal Design
Specialist



Nicole Keller
Accounting Clerk



Christina Alfaro
Emergency, Disaster
and Climate Resilience
Project Coordinator



Allysa Rapadas
UX Specialist



Gina Griffiths
Community
Inclusion Specialist

Our Board

Board of Directors Executive Committee



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Board Chair

Director, Global Public
Policy, AT&T Services, Inc.



Kamilah Martin-Proctor

Board Vice Chair

Chair, DC Commission on
Persons with Disabilities



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Board Secretary

Partner, Wilkinson
Barker Knauer LLP



Michael Palmer

Board Treasurer

UX Programs &
Operations, Ads
Accessibility Lead, Google



Miguel Quinones III

Board Committee

Coordinator

User Experience Research
Manager, Google



Zachary Bastian

Board Marketing and

Communications

Coordinator

Manager, Public Policy, &
Strategic Alliances,
Verizon



Kevin Foster

Immediate Past

Board President

Consultant, First Track
Solutions

Our Board

Board of Directors



Joyce Bender

Founder and CEO of Bender Consulting Services & Bender Leadership Academy



Tali Bray

Executive Vice President (EVP), Head of Technology Diverse Segments, Representation and Inclusion, Wells Fargo



Dr. Rory Cooper

Founder, Director, and CEO of the Human Engineering Research Laboratories (HERL), University of Pittsburgh



Bryanna Evans

Grassroots and Strategic Initiatives Director, American Council of Life Insurers (ACLI)



Eli Gelardin

CEO, Marin Center for Independent Living (MCIL)



Malcom Glenn

Fellow, New America



Darlene Hemerka

Hearing Examiner at the Pennsylvania Human Relations Commission



Alieu Jaiteh

Teacher & Social Entrepreneur



Carmen Daniels Jones

Disability Market Advocate and Strategist

Our Board

Board of Directors (continued)



Lorrell D. Kilpatrick
Advocacy Services
Coordinator, Everybody
Counts Inc



Sevana Massih
Inclusion & Diversity Program
Manager, Accessibility, Aira



Julie E. McCarthy
Human Resources Professional



Neil Milliken
Vice President Global Head
of Accessibility, Atos



Benjamin Nadolsky
JD/MBA Candidate, University
of Pennsylvania, Carey Law
School and Wharton Business
School



Elise Roy
Principal Architect,
Salesforce



Debra Ruh
CEO and Founder, Ruh
Global IMPACT



Brian Scarpelli
Senior Global Policy
Counsel, ACT | The App
Association



Sarah Storelli
Global Marketing Leader,
Amazon Web Services



Yves Veulliet
EMEA Inclusion, Diversity &
Equity Leader, Human
Resources, Kyndryl

Our Board

Board of Directors Emeritus Members



Judy Heumann
WID Co-Founder



Joan Leon
WID Co-Founder



Zona Roberts
Mother of WID Co-Founder, Ed
Roberts

Our Donors

Thank you to our donors for your support! You make WID's vital work possible by helping us to build a more inclusive global society!

