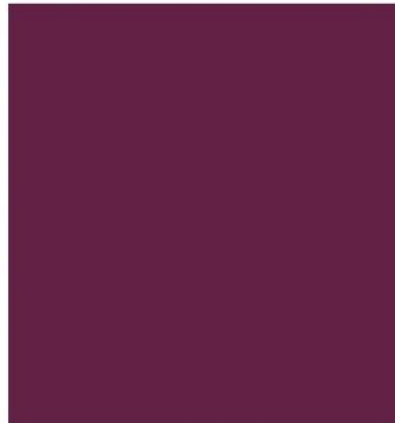
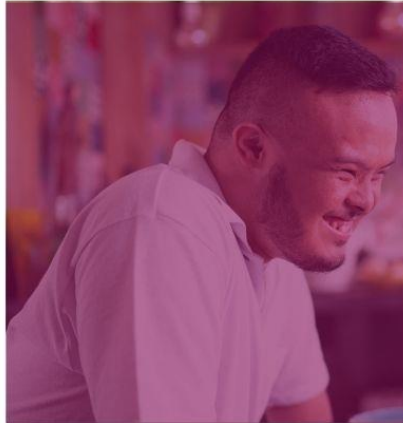
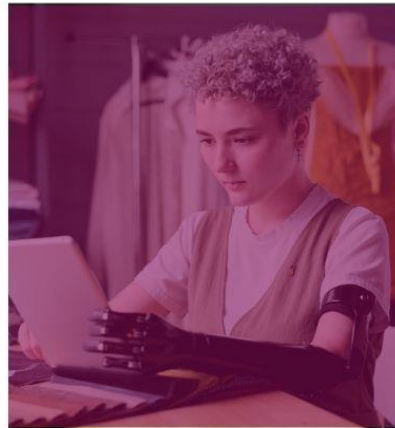




**World Institute  
on Disability**

# 2023 Annual Report



Accelerating our global campaign  
to achieve equity, accessibility,  
inclusion, and justice for all.



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# Message from our Chief Executive Officer and Executive Director



Throughout 2023, we celebrated our 40th anniversary - a proud and important milestone that reinforces our commitment to advancing our mission, on a global scale, to continually advance the rights and opportunities of over one billion people with disabilities.

Our progress over four decades is inextricably shared with policy leaders, activists and advocates around the world, as we recognize our work has only been strengthened through collaborations that prioritized systems change, and pushed for a broader representation of disabled people. The vision for WID's work that began back in 1983 with [our founders, Ed Roberts, Judy Heumann and Joan Leon](#) has evolved through the years to reflect the changing needs across the disability landscape. Importantly, they trusted the future of WID to always remain a disability-led organization, asserting our core value, "Nothing about us, without us" and, as we've evolved, to simply assert, "Nothing without us!".

Forty years on, we are at the forefront of transformational policy conversations and evolving infrastructure movements to dismantle barriers and bridge disparity gaps to achieve equity for people with disabilities.

Our work in recent years has become more urgent as the world responds to persistent global inequities, while increasing tensions leave too many of us behind. We've made progress within the disability rights movement, and we remain committed to sustaining these milestones, while continually driving change. As we plan to operationalize our future, we are more committed than ever to expand the trajectory of our mission toward measurable change.

Advancing our mission, and accelerating our global campaign to achieve equity, accessibility, inclusion, and justice for all means we must continue to strengthen our collaborations to build a better future for people with disabilities and the communities we all live, work, learn and play in. To achieve this, we need your support and your allyship more than ever. Thank you for your consideration, your vision, and your action.

**Marcie Roth**

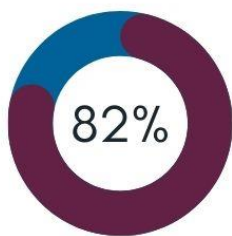
Executive Director and CEO

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World Institute on Disability

# 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.
- **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.
- **Advancing Human Rights and Supporting Disability Justice Across the Lifespan:** Securing and enhancing independent and interdependent livelihoods for the whole community.



## Disability-led

82% of WID's staff have one or more disabilities

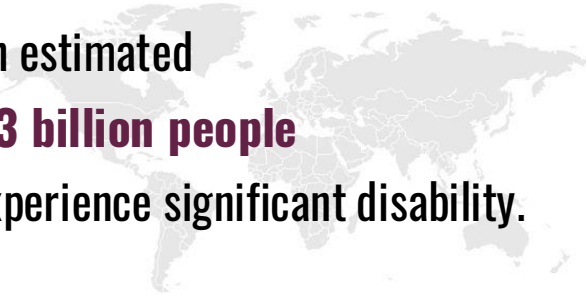


## Historically marginalized

100% of WID's staff identify with at least one, if not multiple intersecting, historically-marginalized population groups

# Leading with Purpose

An estimated  
**1.3 billion people**  
experience significant disability.



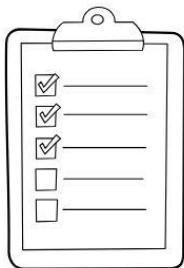
That's **1 in 6** of us.



**WID's mission** on a global scale is to continuously advance the rights and opportunities of more than one billion people living with disabilities.

**WID's vision** is a world in which people with disabilities live freely where access, inclusion, equity, and resilience are embedded throughout every global community.

**Disability** is the only marginalized population group that impacts every person over a lifetime – is present in all social sectors and crosses all other societal demographics such as race, ethnicity, gender, sexuality, and socioeconomic status, magnifying the experiences of discrimination, marginalization, exclusion and health inequities. To advance our mission and vision, WID works to accelerate equitable environments and eliminate systemic barriers across three, core service areas:



Emergency Preparedness,  
Disaster Risk Reduction  
and Climate Resilience



Accessibility  
and Universal  
Design



Global Community  
Inclusion



## How we accomplish our systemic inclusion goals:

As a 501(c)3 nonprofit organization based in Berkeley CA, WID's staff engages with disability-led organizations (DLOs), non-governmental organizations (NGOs), government and corporate systems, and global allies and leaders on programs with national and international impact to eliminate and remediate systemic barriers including:

- Providing advice and consultation to the United Nations Office for Disaster Risk Reduction, (UNDRR), US Congress, and multiple countries, their states, and local jurisdictions;
- Serving as university faculty, adjunct and visiting lectures, graduate student mentors, advisors and intern supervisors at US and international higher education institutions, and advisory board members for national and global companies and NGOs;
- Serving as a Global Disability Focal Point on the UN Sendai Framework for Disaster Risk Reduction Stakeholder Engagement Mechanism;
- Developing and providing public information and educational materials and resources that improve and enrich the capabilities of others to create opportunities, build inclusive communities and prioritize equity;
- Contracting with multinational enterprises, large-scale corporations, and mid-sized companies, small entrepreneurial businesses, and governments, to provide technical assistance, disability inclusive training, gap analysis, research and user-experience testing, surveys, focus groups, and much more.





# Accelerating Systemic Change

Examples of how our collaborative efforts are driving lasting impact



**United Nations Office on Disaster Risk Reduction (UNDRR):** Through our ongoing collaborative work, we provided training and technical assistance to the United Nations Office for Disaster Risk Reduction following the launch of the UN Disability Inclusion Strategy (UNDIS) followed by development of UNDRR internal accessibility and inclusion policies and practices and published guidance for their external global accessibility guidance for all civil society engagement.



**US Dept. of Health and Human Services, Administration for Strategic Preparedness and Response (ASPR):** As an ongoing five year national impact project, WID conducted a national assessment identifying key jurisdictions with high environmental, social, health and economic risk and vulnerability indicators. Local task forces were established, identifying unique characteristics that support or diminish health equity in disasters and initiating systemic change to inform national policy recommendations for implementable improvement strategies.



**Centers for Disease Control and Prevention Foundation (CDCF)** WID continued delivering a grant to conduct research and develop mitigation strategies addressing the disproportionate impact COVID 19, on people with disabilities and multi-marginalized populations; specifically focused on situational, environmental, and communication barriers. The project implemented a technology-based strategy to data collection and analysis, communication and training, and remediation and mitigation. It also included the collaboration of multiple partner non-profit organizations, disability organizations, and state and local governments and resulted in inclusion within two peer reviewed journal articles.



**Dewberry:** Serving as a Subject Matter Expert, WID is an experienced collaborator with the US Government on multiple projects including partnering to assess and provide accessibility and inclusion expertise on communications, programs, internal and external facing communications, programs and improvement options.

# MISSION IN MOTION

**1000+**

**Disability-diverse  
user experience  
testers in WID's  
resource portfolio**

## ACCESSIBILITY AND UNIVERSAL DESIGN

Accessibility and universal design is a core tenet to inclusion. WID is the subject matter expert of choice for many international corporations and government entities who need qualitative research, accessibility analysis, or expert consultation. WID hosts a highly sought-after cadre of over 1000 disabled UX testers and a staff with expertise in document, technology, web, and organizational accessibility, assistive technology, and communication access to achieve optimal usability of products, services and physical and/or digital spaces.

## DISASTER HEALTH EQUITY, RISK REDUCTION AND CAPACITY BUILDING

Disability inclusive planning, response, recovery and mitigation of disasters and crisis is imperative to address the disproportionate impact and the multiplicity of threats experienced by people with disabilities during climate and human caused events. WID excels in culturally competent disability leadership, systems innovation, and expertise operationalizing equity in all phases of the disaster life-cycle. Engaging in policy development, emergency management and public health planning analysis, disaster impact research, and locally-led response, WID informed over 3,000 people in dozens of communities in the US states and territories in 2023.

**3000+**

**individuals were  
informed about  
disability-inclusive  
emergency planning**

**1.2M+**

**individuals  
accessed WID's  
benefits tools**

## BENEFITS TOOLS AND WORKFORCE INCLUSION

WID has served as a long-standing national resource for competitive employment, financial empowerment, person-directed decision making, and integrated housing. In 2023, over 1.2 million people accessed WID's benefits tools, and multiple agencies from 15 States received critical training and tools from WID's subject matter experts that builds their capacity.



## Accelerating our global campaign to achieve equity, accessibility, inclusion, and justice for all

**WID has a demonstrated commitment to collaborating with international organizations to further support, elevate the value of, and connect with groups typically described as serving marginalized populations, whose identities often intersect with disability.** Our work with inclusive emergency preparedness, disaster risk reduction, and climate resilience has led to significant global impact as we are recognized as leading innovators supporting the needs of disability-led organizations (DLOs) around the world.

When disability-led organizations are left out of funding and planning, people with disabilities are left without the support they need to maintain their health, safety, independence, dignity, and even their lives. This has already resulted in high death rates for people with disabilities in all disasters—including COVID-19.

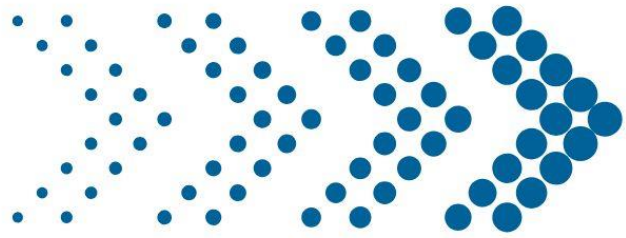
In addition to being a founding member of the Global Alliance for Disaster Resource Acceleration (GADRA), WID is leading efforts to identify and remediate the multi-faceted gaps that contribute to persistent untenable outcomes by supporting disability inclusion in leadership and policy at the highest levels, executing model programs, and creating opportunities for disability-led solutions to preparedness, disaster risk reduction, and environmental justice. Our overarching objective is to create and support locally-led inclusive disaster mitigation, preparedness, response and recovery strategies that ensure the needs of people with disabilities are fully integrated and addressed at every stage of the disaster cycle.



“People with disabilities are 2-4 times more likely than others to be injured or die in disasters, primarily due to inadequate community-wide planning and access to emergency and disaster assistance. The Global Alliance is a direct response to COVID-19, which is impacting multiply-marginalized people with disabilities even more disproportionately than other disasters, with devastating outcomes,”

- **Marcie Roth,**  
WID CEO & Executive Director

# Disaster Risk Reduction 2023 Milestones



44

We welcomed **44** new corporations or organizations into the GADRA network



16

We processed **16** DLO requests for assistance through the virtual Emergency Operations Center



7

We activated response to **7** unique disasters impacting 9 countries: United States, Haiti, Mexico, Türkiye, Syria, Afghanistan Palestine, Israel and Tanzania



4

We completed **4** deployments resulting in matches of DLOs to services, resources, funds or in-kind assistance with an approximate value of \$20,000 USD



3

We delivered **3** International virtual awareness events to the public





# Celebrating 40 Years of WID!

We celebrated our 40th anniversary through a virtual celebration on November 7, with performances and remarks by WID co-founder Joan Leon, Tony Award winning actress Ali Stroker, UN Secretary General António Guterres, and award-winning recording and performing artist Lachi, pictured above left to right.

Our celebration not only reflected on the milestones achieved in the disability rights movement, but by looking forward to how we will prioritize our goals for a more inclusive society in the years ahead. We embarked on a year-round research project including disability leaders, activists and advocates from around the world, collecting vital feedback through our **Strategic Planning Sessions**.

## 92 Participants

WID conducted a total of 15 (fifteen) one-hour focus groups reaching a total of 92 participants. Of these individuals, **78%** identified as a person with a disability. Participants were grouped with peers among the following categories: Government, International Disability Leaders, Nonprofits/NGOs, Business and Industry, Academia, or Disability Advocates. Findings are informing WID's Strategic Direction.

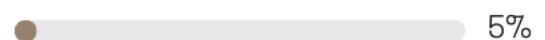
### Asia Region



### North and South America Regions



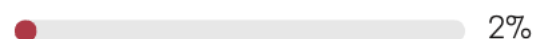
### Europe Region



### Africa Region



### Oceania Region



# Our Board of Directors

## WID Board of Directors Executive Committee:

**Luis Gallegos, Board Chair**, President Board of United Nations Institute of Research and Training

**Savana Massih, Board Vice Chair** Vice President of Service Delivery, Aira

**Benjamin Nadolsky, Board Treasurer** JD/MBA Candidate, University of Pennsylvania, Carey Law School & Wharton Bus. School

**Carmen Daniels Jones, Board Secretary** Marketing and Community Engagement Executive, Solutions Marketing Group

**Susan Mazrui, Immediate Past Board Chair**, Director, Global Public Policy, AT&T Services, Inc.

**Yulia Sachuk, Board Global Leadership Development Committee Chair**, Head of Fight for Right, NGO, Ukraine

**Zachary Bastian, Global Policy Committee Chair**, Manager, Public Policy, Strategic Alliances, Verizon

**Racheal (Rae) Inegbedion, International Engagement Committee Chair**, Founding Executive Director, Initiative For National Growth Africa

**Sarah Storelli, Marketing and Communications Committee Chair**, Senior Executive Communications & Customer Programs Marketing Leader, Amazon Web Services

**Michael Palmer, Finance Committee Chair**, UX Programs & Operations, Ads Accessibility Lead, Google

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

**Tali Bray**, Strategic Consultant

**Rory Cooper**, Director of HERL, University of Pittsburgh

**Bryanna Evans**, Grassroots and Strategic Initiatives Director, American Council of Life Insurers

**Kevin Foster**, Disability Inclusion & Inclusion Consultant at First Tracks Solutions

**Malcom Glenn**, Founder, MG Equity Consulting

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

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

**Neil Milliken**, Vice President Global Head of Accessibility, Atos

**Miquel Quinones, III, WID Board Committee Coordinator**, User Experience Research Manager, Google

**Elise Roy**, Principal Architect, Salesforce

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

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

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

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

## WID Board of Directors Emeritus Members:

**Joan Leon**, WID Co-Founder

**Zona Roberts**, Mother of Co-Founder Ed Roberts

# A Legacy of Commitment

Cherishing the memory of our co-founder, and board member,  
and their lives of purpose

**Judy Heumann** was a cherished disability rights activist and leader who dedicated her life to promoting the inclusion, equality and power of people with disabilities. She was a tireless advocate for disability rights and has worked to promote accessibility, inclusive education, independent living, transportation, employment and other essential community living services for people with disabilities.

In 1983, Judy co-founded the World Institute on Disability along with activists Ed Roberts and Joan Leon and set forth the Independent Living movement, with an organized global campaign to eliminate the barriers to access and inclusion for the world's 1.4 billion people with disabilities.

Judy was pivotal in shaping and implementing US disability rights legislation, including the Rehabilitation Act, the Individuals with Disabilities Education Act (IDEA), the Americans with Disabilities Act (ADA), and the UN Convention on the Rights of Persons with Disabilities.



**Judy  
Heumann**

1947-2023



**Lorrell  
Kilpatrick**

1977-2023

**Lorrell Kilpatrick** was a lifelong activist, known for her work with the Black Lives Matter Movement in Northwest Indiana, as well as being the Director of Advocacy for Everybody Counts, a disability-led organization that operates two Independent Living Centers in Indiana. Lorrell is remembered as a steady and treasured center of power in local organizing spaces, supporting diverse grassroots movements and organizations. Known for her steadfast commitment to speaking truth to power, no matter who needed to hear it, Lorrell was a beloved and admired member of her many communities.

Earlier in 2023, Lorrell joined us for a What's Up WID Podcast episode, discussing her activism work pertaining to the intersections of race, disability, policing, and Black-disabled liberation. Listen to the podcast, watch in ASL with captions, or read the transcript: [What's Up WID: The Intersections of Race, Disability and Policing](#).



## Heumann Vision, Human Action

In 2023, WID announced the launch of the **Global Heumann Fellowship** as a new initiative to honor the life and legacy of Judy Heumann by continuing her commitment to the future of disability rights and disability justice around the world. We received 213 applicants from 49 countries, indicating a broad enthusiasm and interest that we know would make Judy proud.

WID's Global Heumann Fellowship will honor and grow Judy's legacy by supporting disability leaders around the world to work on projects that promote disability rights and disability justice in their regional communities and collectively as a global team. The initiative will provide Heumann Fellows with financial support, mentorship, and training opportunities to help them advance their skills and knowledge in disability advocacy and leadership in the regions they represent and in global initiatives.

Through their twelve-month fellowship term, each fellow will be engaged in a unique combination of opportunities for thought leadership on national and global policy, research strategies, advocacy, program development, and contributions to initiatives aimed at advancing the rights of persons with disabilities globally. Fellows will focus on identifying and leading research with the support of WID, as it regards the fellow's respective region, expertise, and collaboration with WID.

WID's Staff and Board extend a warm appreciation to Wells Fargo and the Ford Foundation, for funding our inaugural cohort of three fellows, as well as Wells Fargo, Microsoft, and Mitsubishi Electric America Foundation for funding the startup of this initiative.



WELLS FARGO

Ford  
Foundation

MITSUBISHI  
ELECTRIC  
foundation

Microsoft

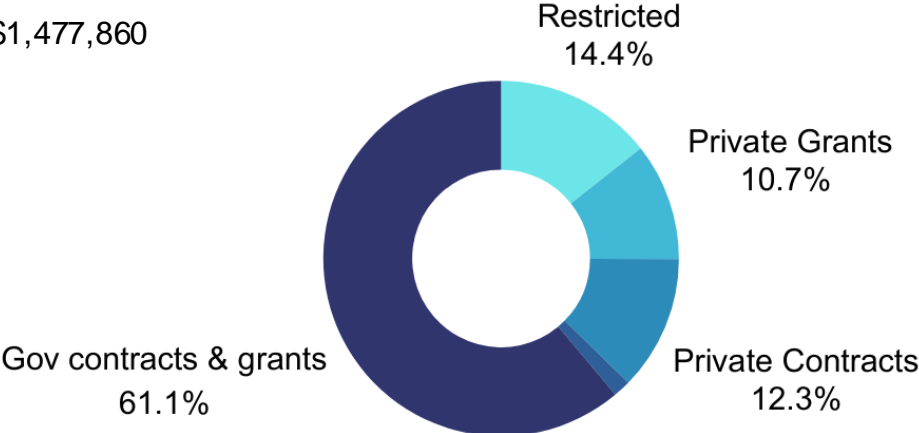
# Financials

WID is proud to be recognized for its 40-year history as a fiscally responsible nonprofit organization, with ongoing rigorous financial controls including thorough budgeting and financial planning, annual internal audits, segregation of financial duties, transparent financial reporting and earning a Platinum Seal on Candid.org. As a global leader working to advance the rights and opportunities of over 1.3 billion people with disabilities, we are committed to the highest degree of accountability, transparency, and efficiency.



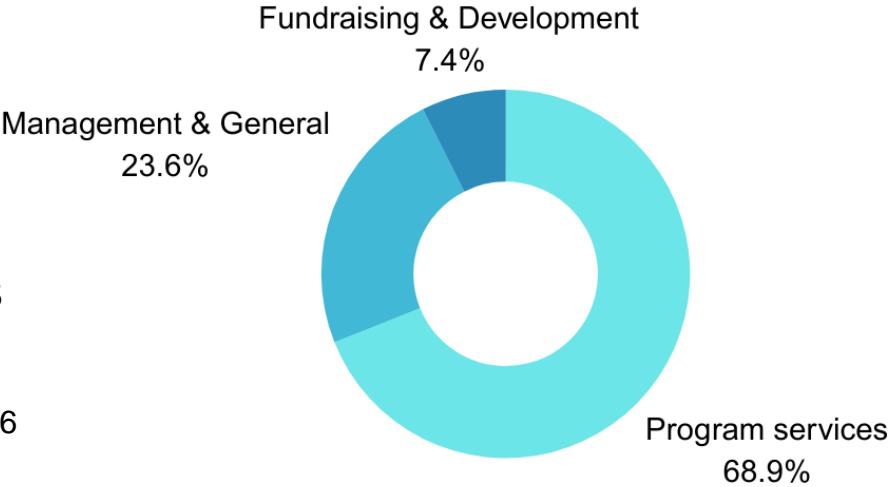
## Revenue

Government contracts and grants \$1,477,860  
 Private Grants: \$258,072  
 Private Contracts: \$296,806  
 Contributions: \$133,593  
 Fees: \$38,113  
 Restricted: \$347,667  
 Total New Revenue: \$2,552,111



## Expenses

Program Services: \$2,236,255  
 Management and General: \$766,709  
 Fundraising and Development: \$240,325  
 Total expenses: \$3,243,289  
 Change in net assets: \$691,178  
 Net assets, beginning of period: \$645,186  
 Net assets, end of period: (\$45,992)



# With Gratitude

We are thankful for our alliances, partnerships, and donors for their generous support and collaboration. Their ongoing commitment to our mission has enabled us to drive impact, advance our programs and initiatives, and ensure that we continue to accelerate our global campaign to achieve equity, accessibility, inclusion, and justice for all.

Below and on the following page are corporations, agencies, and individuals whose financial support fueled our mission in 2023. We recognize each contribution with equal gratitude, without distinguishing by the amount contracted or donated, as every partnership or gift has been vital to our success.

Thank you for your trust in our work.





# A Heartfelt Thank You to Our Individual Donors

Anonymous (228)  
Rafaello Adler-Abramo  
Mellie Adu  
Nancy Arnold  
Joyce Bender  
Allan I Bergman  
Arthur Blaser  
Doreen Blauschild  
Becky Booco  
Christina Brandt-Young  
Tali Bray  
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Shallon White  
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Kimberly Wisner  
Rachel Wolkowitz  
Carol Yaggy  
Amy Yan  
Tenli Yavneh






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