

MASSACHUSETTS



**COMMISSION ON THE STATUS
OF PERSONS WITH DISABILITIES**

**Permanent Commission on the Status of
Persons with Disabilities
Nomination Form**

**PLEASE ANSWER ALL 13 QUESTIONS AND EMAIL BACK BY
AUGUST 4, 2023 TO IMENE.BOUZIANESAIDI@MASS.GOV**

Organization Name:

Nature of your organization:

Organization mission statement:

Point of Contact Name, phone number and email:

Size of your organization:

- | | |
|--|--|
| <input type="checkbox"/> 0-250 employees | <input type="checkbox"/> 250-500 employees |
| <input type="checkbox"/> up to 1,000 employees | <input type="checkbox"/> 1,000 and above |

**Does your organization contract with the State and/or Federal
government?**

CULTURE

1. Does your organization incorporate disability in your Diversity, Equity and Inclusion efforts? If so, how?

2. What has your organization done to create an inclusive environment for your employees, customers and/or vendors with disabilities? Provide specific examples.

LEADERSHIP

3. How do your senior executives demonstrate their commitment to disability inclusion? Examples may include serving on Boards of Directors for an external disability-focused organization or working group, philanthropy, and/or in their communications?

EMPLOYMENT PRACTICES

4. What are your organizational-wide hiring goals for people with disabilities and how do you measure progress toward that goal? If applicable, share your hiring and/or employment data of employees with disabilities.

5. What training or programming on disability employment related to hiring, onboarding, technical assistance and ongoing support have you offered your staff?

6. Does your organization display non-discrimination and/or equal opportunity policy language that specifically mentions disability on your intranet and/or external public-facing website and/or recruitment/career page?

7. Does your company offer job candidates and employees opportunities to self-identify as a person with a disability? If yes, please explain.

8. Does your organization have a formal/written reasonable accommodation policy and procedure? If yes, is the policy available so employees can access it on their own?

9. Do you support or promote mentoring opportunities for students or job seekers with disabilities? If yes, please provide specific examples.

10. Do you have partnerships with public or private vocational rehabilitation organizations that can provide access to job candidates with disabilities? If yes, please provide specifics.

COMMUNITY ENGAGEMENT

11. How do you work to engage the disability community? Please explain.

12. Is your organization's digital footprint accessible? If not, how is your organization going to address digital access?

SUPPLIER DIVERSITY

13. Do you have a supplier diversity program to include Disability-Owned Business Enterprises (DOBE®)? If not, do you have plans to include Disability-Owned Business Enterprises in the future?

The above questions were inspired by the [Disability Equality Index](#)