

About

Learn about the National Organization on Disability (NOD), a pioneering non-profit dedicated to advancing disability inclusion.



Mission

Our mission is to increase opportunities, eliminate barriers, and optimize success in the workforce for people with disabilities.

Impact

For over 40 years, NOD has fought to create a more inclusive and equitable society where people with and without disabilities have equal opportunities to find work, earn a fair wage, and advance in their careers. Through our proprietary tools and resources, data analysis, hands-on support, and thought leadership, we have achieved real change and positively impacted millions.

- One in four Americans has a disability
- Only **22.5%** of people over the age of 16 with disabilities are employed compared to nearly **65.8%** of the general public (Bureau of Labor Statistics, U.S. Department of Labor, 2/22/2024)
- **80%** of disabilities are non-visible

We give businesses the tools they need to create welcoming, accommodating workplaces. Companies that have improved their inclusion practices of people with disabilities over time were four times more likely to have total shareholder returns that outperformed those of their peer group.

History

NOD was founded in 1982 by Alan Reich, a former Deputy Secretary of State who sustained severe spinal injuries in a diving accident at the age of 32. After his accident, he became an early advocate for people with disabilities and one year before founding NOD, was the first person to address the United Nations from a wheelchair. In four decades, we have built and evolved Alan's model to help create a world where people with disabilities can achieve dignity through equitable opportunity.

