

A diversified workplace is good for the bottom line. Research shows that American businesses that hire and support workers with disabilities see improved performance and productivity -- 28% higher revenue and 30% higher profit margins than peer business that do not. Inclusive employers also report higher overall employee morale and higher retention rates of workers with disabilities.

However, businesses that want to diversify their workforces and do not always know how to implement effective talent pipelines that include people with disabilities, and people with disabilities have historically been left out of the workforce.

In November 2019, ACL launched the *Inclusive Talent Pipeline for American Businesses* prize competition to help businesses expand their recruiting and retention programs to better include workers with disabilities (particularly people with intellectual and developmental disabilities). The goal is both to ensure Americans with disabilities can participate and succeed in the future economy, and to enhance and strengthen American businesses.

From more than 50 competitive proposals, ACL selected five first-phase winners. In phase two, three finalists were selected to compete for the \$100,000 grand prize.



“ *Our future depends on neurodiversity. ACL's Inclusive Pipeline Challenge has given Mentra the opportunity to tackle systemic inequality by economically empowering underserved communities. We're erasing the stigma around Disability Hiring with our recruiting platform that matches neurodiverse talent with inclusive employers. The ACL challenge has enabled Mentra to build a scalable solution to [neuro]diversify the workforce.* **”**
— Mentra

CHALLENGE PHASES

PHASE 1

Proposal of Innovative Models:
Five (5) teams awarded a total of

\$100,000

PHASE 2

Small Scale Testing of Models:
Three (3) teams awarded a total of

\$180,000

PHASE 3

Promise of Model Sustainability:
One (1) team will be awarded

\$100,000

PHASE 2 Winners:

FALA Technologies • KPMG & Melwood • Mentra