

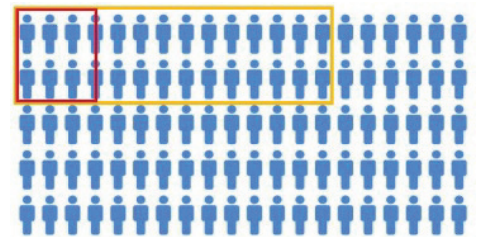
Survey data was collected through a convenience sample from October 15, 2024 to December 20, 2024. City of Chicago employees were asked:

- Department and years of employment
- Disability type and supports or accommodations
- Open-ended disability-related feedback
- Future disability employment data collection

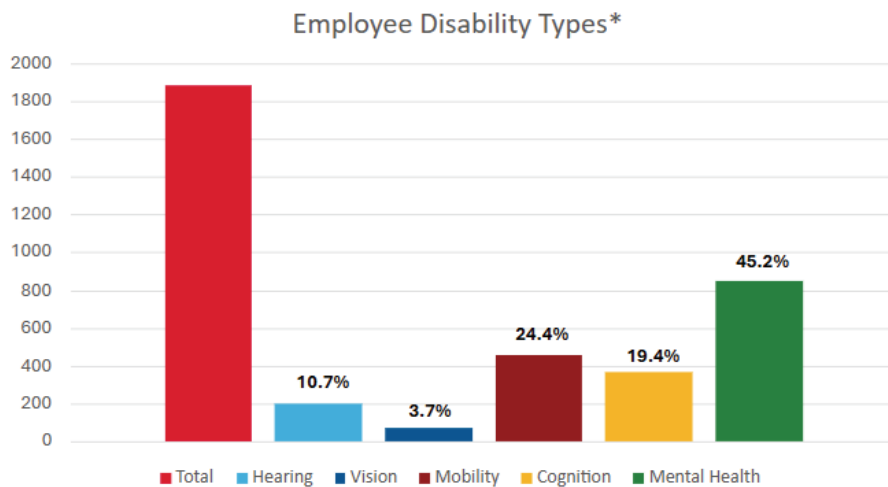
Background

- ❌ 26.8% employment = population of people with disabilities
- 22.7% employment = employment rate of people with disabilities

6% employment = representative workforce



Results



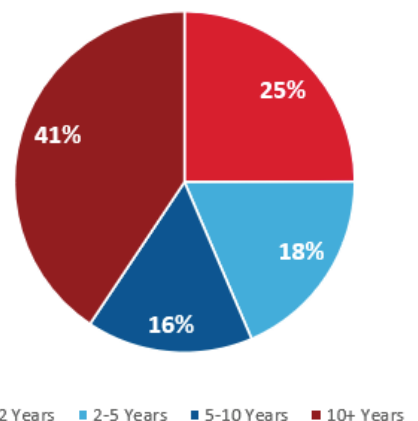
* Sixty (60) employees (3.2%) reported more than 1 disability.

- Almost half (41%) of respondents with disabilities are employed by the City for more than 10 years.
- Average length of service for City of Chicago employees is 13 years (City of Chicago, 2025).
- Potential reasons:

- People with disabilities may keep employment for longer.
- People are more likely to develop disabilities as they age.

- 5.8% of City of Chicago employees have a disability (1,881 people with disabilities out of 32,352 employees).
- Mental health conditions are the most reported disability.

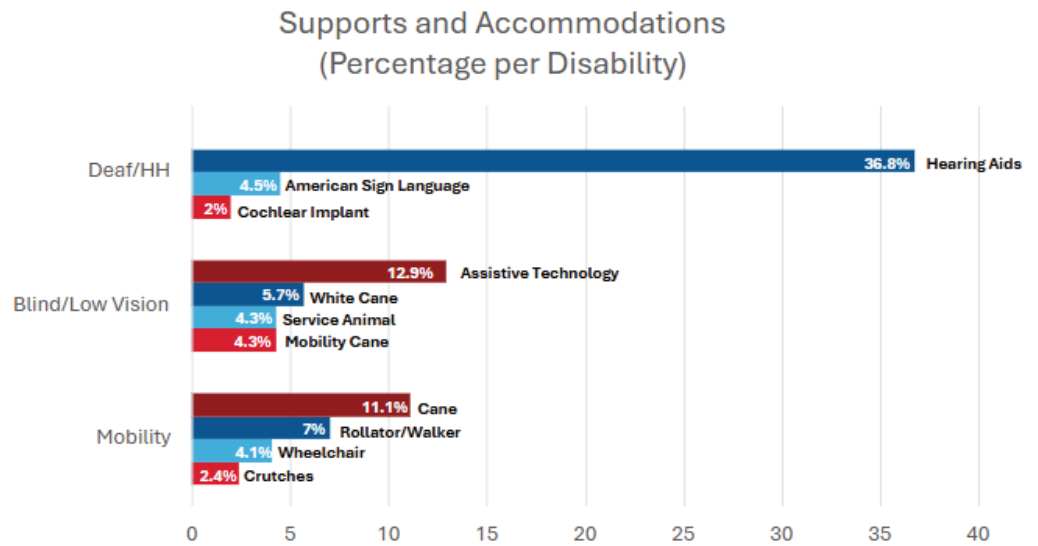
Years of Employment



The City of Chicago Disability Point-in-Time Count Survey: 2024 Findings

Continued

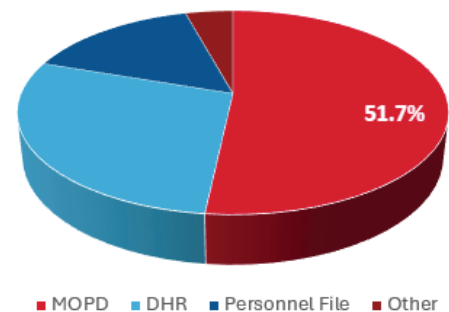
- The most common support is hearing aids, which are covered by City of Chicago insurance as of January 2025.



Future Data Collection

- A majority of respondents (51.7%) prefer information be collected annually by the Mayor's Office for People with Disabilities (MOPD), followed by 28.5% of respondents who prefer the Department of Human Resources (DHR).

Future Disability Workforce Data Collection



Questions?

- For questions about this survey or disability programming, or to join the City of Chicago's Employee Resource Group (ERG), Disability Forward Chi, please contact:
 - Mayor's Office for People with Disabilities (MOPD) at 312.744.7050 (phone) or access@cityofchicago.org (email)
- For questions about the City of Chicago's Reasonable Accommodation process, please contact:
 - Department of Human Resources (DHR) at 312.744.4976 (phone)