American Airlines Receives 100 Score on the 2020 Disability Equality Index

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FORT WORTH, Texas — For the fifth year in a row, the Disability Equality Index (DEI) gave American Airlines a top score of 100 and named it one of the of best places to work for disability inclusion. American is incredibly proud of this achievement because the recognition acknowledges the airline’s commitment to building an inclusive workplace for all employees.

“The Disability Equality Index top scoring companies represent those businesses that have invested in accessibility and inclusion across their enterprise,” said Maria Town, President and CEO of American Association of People with Disabilities (AAPD). “As we celebrate the 30th anniversary of the ADA, it is wonderful to see the progress made by these companies, and we hope to see continued progress and support for the DEI over the next 30 years.”

The DEI is a joint initiative of Disability:IN and the AAPD. Business leaders and disability advocates consider the DEI to be the most comprehensive tool used to measure the strength of disability inclusion efforts at different corporations. The 2020 DEI examined the practices and procedures companies are implementing in the following categories to select the top scorers: culture and leadership; enterprise-wide access; employment practices (benefits, recruitment, employment, education, retention and advancement, accommodations); and community engagement.

“We take tremendous pride in being an airline that cares for and welcomes people from all backgrounds,” said Ken Charles, Chief Diversity Officer at American. “In recent months, we’ve furthered that mission by taking deliberate steps to listen to our team members and chart a path to create an open, inclusive environment for everyone at American. We know employing a diverse workforce allows us to better care for all of customers. We appreciate the recognition from DEI and look forward to continuing this important work long into the future.”
More than 1 billion people worldwide are a part of the disabled community. Creating an inclusive environment helps generate more interest from members of the community to apply for positions and add diversity to different companies.

“The best way to attract, retain and grow talent with disabilities is to create an accessible, inclusive workplace,” said Jill Houghton, President & Chief Executive Officer, Disability:IN. “This year's top scoring Disability Equality Index companies are demonstrating their commitment to many of the numerous leading disability inclusion practices featured in the DEI, recognizing that there's still room for improvement. We are proud to have developed strong partnerships with corporate allies who are committed to advancing disability inclusion and equality across their businesses in the United States and around the world.”

Learn more about the DEI at disabilityin.org

About American Airlines Group
American's purpose is to care for people on life's journey. Shares of American Airlines Group Inc. trade on Nasdaq under the ticker symbol AAL and the company's stock is included in the S&P 500. Learn more about what's happening at American by visiting news.aa.com and connect with American on Twitter @AmericanAir and at Facebook.com/AmericanAirlines.

About the Disability Equality Index®
The Disability Equality Index (DEI) is a national, transparent benchmarking tool that offers businesses an opportunity to self-report their disability inclusion policies and practices. It was developed by two national leaders, American Association of People with Disabilities (AAPD) and Disability:IN, in consultation with the appointed DEI Advisory Committee, a diverse group of experts in business, policy, and disability advocacy. Learn more at: www.DisabilityEqualityIndex.org

About the American Association of People with Disabilities (AAPD)
AAPD is a convener, connector, and catalyst for change, increasing the political and economic power for people with disabilities. As a national cross-disability rights organization AAPD advocates for full civil rights for the 50+ million Americans with disabilities. Learn more at: www.aapd.com.

About Disability:IN®
Disability:IN, formerly known as the US Business Leadership Network, is the leading nonprofit resource for business disability inclusion worldwide. Partnering with more than 220 corporations, Disability:IN expands opportunities for people with disabilities across enterprises. The organization and 30 affiliates raise a collective voice of positive change for people with disabilities in business. Through its programs and services, Disability:IN empowers
businesses to achieve disability inclusion and equality, with the goal of advancing inclusion to the point when the organization is no longer necessary. Learn more at: www.disabilityin.org.