

# IMPACT REPORT



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OUR VISION:

**Moving the World Expecting Great Contributions  
with People Experiencing Disabilities**

# ABOUT INCIGHT



INCIGHT<sup>®</sup> is a 501(c)(3) non-profit organization that was established in 2004.

Two decades ago, a vision was born to **move the world by expecting great contributions with people experiencing disabilities**. INCIGHT works with people, organizations and cultures, helping them thrive as they reach for their fullest potential. INCIGHT strives to build profound relationships as it seeks to change hearts and minds, leverage obstacles and unlock potential. INCIGHT helps individuals experiencing disabilities pursue what they want to achieve through educational programs, employment services and leader development training that support authentic independence. INCIGHT partners with organizations through disability awareness and professional growth sessions in the form of lunch and learns, certificate programs and impactful keynote addresses.

For more information, please visit [www.INCIGHT.org](http://www.INCIGHT.org)

## Specific Impact INCIGHT Aims to Make:

The name INCIGHT is a fusion of two words; **Insight**, defined as the power or act of seeing into a situation, and **Incite**, to move to action. It's this call to action which both inspires our purpose and the impact we want to make in the world. We want people with disabilities to have the power to see their situation, and then take action by leveraging the obstacles they face to awaken significant opportunities. We also want to meet people where they are, whether it's the individuals we serve or the organizations we work, inviting them to gain new insights, inspiring new perspectives and awareness so they are ready, willing and able to take action.

INCITE: to move to action



INCIGHT: the power or act of seeing into a situation



# WHY OUR WORK MATTERS

Increasing access to education and employment for people with disabilities is not just the right thing to do—**it's an economic imperative**. Data shows that individuals with disabilities who attain a bachelor's degree are three times more likely to be employed, earn significantly higher wages, and contribute to the tax base rather than relying on public benefits. Nationally, closing the education-employment gap for people with disabilities could unlock tens of billions in GDP growth, reduce government spending on benefits by billions, and fill critical workforce shortages in industries like healthcare, technology, and education.

By investing in educational and employment programs that empower people with disabilities, we are not only transforming lives—we are fueling a stronger, more inclusive economy for all.

CHANGING HEARTS & MINDS. *Leveraging Obstacles.* UNLOCKING POTENTIAL.

We believe the disability community's potential is limitless, far exceeding what has historically been realized. Much of this human potential has been locked up due to stigma and low expectations. We seek to address both while providing the tools and resources needed for those with disabilities to pursue their goals and reach their dreams. We believe when individuals pursue their passions, they find hope, greater purpose, and fulfillment in life. When this happens, we know individuals can achieve a higher level of success by realizing their full potential.





# WHY PARTNER WITH INCIGHT?



These statistics underscore the systemic barriers that individuals with disabilities face in education and employment, leading to broader societal impacts. INCIGHT is working to address these disparities which requires concerted efforts to promote **inclusion, accessibility, and equal opportunities for all.**



## DISABILITY AWARENESS QUICK STATS

*Disabled people make up  
the largest minority group  
in the U.S. population*



(a minority group  
that any one of us  
can become a part  
of at any moment  
in time)



**1 in 4**  
People

in the U.S.  
HAVE A DISABILITY

AS OF 2023, ONLY  
**21.2%**  
of U.S. adults

aged 25 & older  
with disabilities  
**HELD A BACHELOR'S  
DEGREE OR HIGHER,**  
compared to  
**38.7%**  
**OF THOSE WITHOUT  
DISABILITIES**



in 2024

*the employment-population ratio  
for persons with a disability was*

**22.7%**

COMPARED TO **65.5%**  
FOR THOSE WITHOUT A  
DISABILITY



**7.5** million  
students

aged **3-21** received special education services  
under the **Individuals with Disabilities  
Education Act (IDEA)**, accounting for  
**15%** of all public school students in 2023



*According to the American Institutes for Research...*

If just **1%** more people with disabilities joined the workforce, it would add **\$25 billion** to the U.S. GDP annually.  
**That's just 1%!** Imagine what a **10% increase** could do—potentially adding **\$250 billion per year.**

Closing the employment gap for working-age adults with disabilities would generate an  
**estimated \$21 billion in additional federal tax revenue over a decade.**

COMPANIES THAT ACTIVELY EMPLOY AND SUPPORT PEOPLE WITH DISABILITIES EXPERIENCE:

**28%** Higher Revenue **30%** Higher Profit Margins **2x** Higher Net Income

compared to peers who don't.



# IMPACT

## HIGHLIGHTS



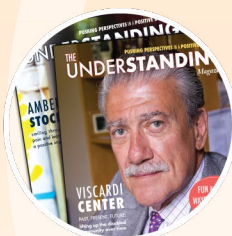
- Our signature scholarship program has awarded **1,010 grants** to college students with disabilities in OR, WA, & CA
- INCIGHT has invested over **\$708,000** of life changing scholarship support into the college education and lives of students with disabilities
- Our scholar match program with **18 area colleges** has generated an additional **\$50,000** in scholarship dollars for INCIGHT scholars attending college



- **The Safeway Foundation** has assisted INCIGHT with ongoing fundraising sponsorship and programmatic support for over 19 years. (Jill McGinnis shopping at Safeway for our virtual gala)



- Community Partner **NW Natural** has consistently hosted INCIGHT employment events for over 15 years



- INCIGHT's *The Understanding* was launched in late 2019 and has reached over **5,000 readers** through our first 14 printed issues

- Strategic partner **Goodwill Industries** supports our job fairs, engages with trainings and sponsors our programmatic activities
- Over **1,600 jobseekers** have secured interviews through INCIGHT Job Fairs



- **4,388 jobseekers** attended and built job skills through **112 INCIGHT** Empowerment, Live Resume, Meet Business and Get Ahead events
- Over **300 clients** have secured full time jobs and internships through INCIGHT events, coaching and support
- Since 2011, INCIGHT's **70+ Job Fair** events have served **9,800** students and jobseekers with a variety of disabilities and barriers



- Our community has invested over **\$2.37** million dollars of donor support into INCIGHT's vision, mission and work through our fundraising Gala events

- **OnPoint Community Credit Union** stands with INCIGHT in utilizing our training services for their employees and sponsorship of INCIGHT



- Since the creation of our Online learning platform in 2018, the INCIGHTFUL Curriculum has grown in users by **200%** year over year on average
- Developed **88 curriculum lessons** on the INCIGHTful Learning Platform designed for high school students with disabilities to build soft skills in their future pursuit of education, employment and independence
- Created **28 lessons** specific for adult jobseekers with disabilities and developed **9 lessons** in a pilot for employers looking to promote a more inclusive workspace

- **Moda Health** continuously honors INCIGHT with in-kind donations and programmatic support helping us to share a Positive Perspective about Disabilities



- Contracted to conduct workshops for **15 major employers** on disability awareness in the workplace
- In the last 8 months local entities have invested over **\$20,000** to promote inclusive workplace culture through INCIGHT training







# COMPANIES WE'VE PARTNERED WITH

Your contributions go directly to creating jobs, providing scholarships, expanding business talent, improving schools, and more.

Small or Large, One-time or Recurring, Planned Giving, Stock Gifts, and Corporate Contributions. **Each gift is appreciated.**



THANK YOU TO ALL  
OUR  
*partners* & FRIENDS