



Pledge To Measure Data Impact Report

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About the Pledge To Measure

The Pledge to Measure, operated by Open Door Group, is dedicated to empowering organizations in Canada to create an accessible and inclusive workplace through a commitment to measuring disability inclusion.

By measuring and benchmarking disability disclosures, organizations create a culture of transparency and accountability. Through this commitment, businesses are not just ticking boxes — they are leading a transformative movement toward eliminating bias-based barriers and supporting a safe space where diversity thrives.

In its fifth year and first year as a national initiative, the Pledge to Measure has seen remarkable participation from 74 employers with workforce sizes ranging from 1 to 34,000 employees. These organizations represent industries from manufacturing to creative services to finance.

Participating employers see the profound value in surveying for disability inclusion and have made it a priority to engage in the Pledge to Measure annually.

Impact in Numbers 2025

95,489



Number of Employees across

74 Organizations

with **69,117**

Survey Respondents

670



Senior Leaders Who
Self-Identified With Disabilities

11,590



Employees Who
Self-Identified With Disabilities



National Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Accessibrand Inc.	22	22	22	3
AndHumanity	7	7	3	3
BC Libraries Cooperative	45	32	17	2
Buy Social Canada	9	9	2	1
Destination Canada	127	104	11	0
Easy Surf Collective Corp	6	6	4	2
Harper Learning	14	14	4	2
iilo Creative Alliance	19	15	3	1
KPMG Canada	11,525	11,525	672	80
Leah Chang Learning	5	3	1	1
Maple Communications Inc.	12	12	2	1
Microserve	456	103	27	2
Open Door Group	140	94	27	3
Rick Hansen Foundation	62	36	13	3
Untapped Accessibility	15	10	9	0



Metro Vancouver Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
A Better Life Foundation	23	23	12	5
AnuVision Coaching & Consulting	1	1	1	1
Capella Design	1	1	0	0
CTRS Market Intelligence	4	4	1	1
Fairware	19	17	4	1
Greater Vancouver Board of Trade	39	36	4	0
Harc Creative	2	2	1	1
Hello Accessible	1	1	0	0
Leanna Manning Consulting	1	1	1	1
Leda HR	2	2	2	2
Spectrum Ability	3	3	3	1
Stanley Park Ecology	15	11	2	0
Vancity Credit Union	2,363	2,363	358	14
Vancouver Airport Authority (YVR)	1,081	982	24	0
Vancouver Community College	1,681	339	119	2
Vancouver Fraser Port Authority	459	459	13	3
WorkBC Centre North Vancouver	17	17	3	0



Island & Coastal BC Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Accessibility and Inclusion Matter Consulting	1	1	1	1
CanAssist at the University of Victoria	25	23	14	1
University of Victoria	6,900	4,560	1,027	0*
Victoria Airport Authority	66	44	14	2
West Coast Wildflowers	5	5	2	1

*Data not available for 2025.

Interior & Northern BC Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Cariboo Chilcotin Coast Tourism Association	13	13	7	3
Pineview Management Ltd.	9	6	2	2
Powell River Brain Injury Society	6	6	4	1



Province-Wide BC Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
The Artona Group Inc.	90	13	7	1
BCAA	1,453	1,453	124	1
BC Assessment	754	686	34	0*
BC Financial Services Authority	414	326	30	2
BC Hydro	8,311	6,898	363	20
BCLC	1,380	896	124	31
BC Pavilion Corporation	1,074	126	22	5
BC Public Service**	34,908	26,588	7,235	363
BC Transit	1,257	869	129	1
BC Wheelchair Sports Association	14	8	5	1
Canuck Place Children's Hospice	217	62	16	0
Community Futures British Columbia	170	64	15	6
Creative BC	49	25	9	1
Destination British Columbia	115	103	15	10
Ernst & Young LLP***	724	635	11	6
First West Credit Union	1,179	1,060	158	3
Insurance Corporation of British Columbia (ICBC)	5,807	4,586	404	31
Meaningful Access Consulting	3	3	3	2



Province-Wide BC Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Pacific Blue Cross	802	282	48	5
Spinal Cord Injury BC	34	34	21	4
Tacofino	300	153	31	7
TAP Network	4	3	0	0
Tetra Films Inc.	5	5	1	0
TransLink****	9,000	2,201	256	16
Women Transforming Cities	7	4	2	1

*Data not available for 2025.

**Due to biannual reporting periods, BC Public Service data is from 2024.

***Only BC employee data available for this national employer, Ernst & Young LLP.

****Due to different reporting periods, TransLink and CMBC data is based on 2024 data and BCRTC from 2022 data. MVTP did not participate.

Alberta Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Able & Available Job Board	1	1	0	0
Valley to Peak OT Consulting	2	2	0	0



Ontario Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Blackwood Developments Inc.	3	3	0	0
Chris Vyn Fine Carpentry	3	3	1	0
Jessica Oddi: Disabled Designer	1	1	1	1
Liberty Co	1	1	1	1
Matisse Nelis Consulting Inc.	1	1	1	1
Toronto Community Housing Corporation	2,194	1,099	84	2

New Brunswick Employers

Organization Name	Number of Employees	Number of Respondents	Number of Employees Self-Identified with Disabilities	Number of Senior Leaders Self-Identified with Disabilities
Hire for Talent (CBDC Restigouche)	11	11	3	1



Pledge to
Measure



Our impact in numbers from 2021-2025

2021 Year One

21

Participating Employers

49,792

Employees

1,789

Employees Self-Identified
with Disabilities

110

Senior Leaders Self-Identified
with Disabilities

2022 Year Two

33

Participating Employers

48,823

Employees

2,561

Employees Self-Identified
with Disabilities

78

Senior Leaders Self-Identified
with Disabilities

2023 Year Three

46

Participating Employers

90,295

Employees

66,612

Survey Respondents

8,875

Employees Self-Identified
with Disabilities

376

Senior Leaders Self-Identified
with Disabilities

2024 Year Four

55

Participating Employers

94,208

Employees

68,267

Survey Respondents

11,232

Employees Self-Identified
with Disabilities

543

Senior Leaders Self-Identified
with Disabilities

2025 Year Five

74

Participating Employers

95,489

Employees

69,117

Survey Respondents

11,590

Employees Self-Identified
with Disabilities

670

Senior Leaders Self-Identified
with Disabilities