



**Pledge to
MEASURE**
Operated by Open Door Group



Pledge To Measure Impact Report

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OPERATED BY:

open
door
group

About the Pledge To Measure

The Pledge to Measure, operated by Open Door Group, empowers organizations in Canada to build more accessible and inclusive workplaces through a commitment to measure disability inclusion.

By tracking and benchmarking disability disclosures, organizations strengthen transparency, accountability, and informed decision-making. This commitment goes beyond compliance. It supports meaningful change by helping to identify and remove barriers to career progression, challenge biases, and foster workplaces where employees feel safe, valued, and able to thrive.

Now in its sixth year, the Pledge to Measure has engaged 83 employers, representing organizations of all sizes, from small businesses with a single employee to major employers with workforces of more than 34,000 people.

Participating employers recognize that measuring disability inclusion is a critical step toward driving lasting change. By participating in the Pledge to Measure each year, they demonstrate an ongoing commitment to creating workplaces where accessibility, equity, and belonging are embedded in organizational culture.

Impact in Numbers 2026

116,354

Number of Employees across

83 organizationswith **74,313**

survey respondents

855Senior leaders who
disclosed disabilities**13,143**Employees who
disclosed disabilities

National Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
AndHumanity*	7	7	3	3
BC Libraries Cooperative	51	22	12	2
BGIS	8,111	156	131	24
Buy Social Canada	7	6	2	1
CBC/Radio-Canada	7,575	7,575	849	103
Destination Canada	130	96	18	0
Easy Surf	5	5	4	2
iilo Creative Alliance	4	4	2	2
KPMG Canada	10,769	10,769	623	70
Maple Communications Inc.	12	12	2	1
Microserve	483	239	47	4
Open Door Group	174	112	40	7
Rick Hansen Foundation	62	41	17	3
SeaChange Co Lab	6	6	3	1
Untapped Accessibility	12	8	5	0
Vancity Credit Union	2,528	2,528	347	14

*2025 data carried forward pending collection of updated data.

Province-Wide BC Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
AnuVision Coaching & Consulting	2	2	2	1
Artona	100	26	7	3
BC Financial Services Authority*	414	326	30	2
BC Hydro	8,455	6,789	328	18
BC Public Service	34,681	21,190	7,602	357
BC Transit	1,281	790	90	0
BCAA	1,418	1,418	117	1
BC Assessment	779	677	45	0**
BCLC	1,323	887	117	28
Canuck Place Children's Hospice	200	93	33	1
Community Futures British Columbia	235	49	16	10
Destination British Columbia	111	99	16	4
Harc Creative	2	2	1	1
Harper Learning	17	14	2	2
Insurance Corporation of British Columbia (ICBC)	5,770	4,621	299	43
Spinal Cord Injury BC	33	33	20	3
Still Interpreting Inc.	147	35	14	3
Tacofino	300	112	25	3
Tru Cooperative Bank***	1,179	1,060	158	3

*2025 data carried forward pending collection of updated data.

**Data not available for 2026.

***Only BC employee data is available from 2025, as this provincial employer, Tru Cooperative Bank (formerly First West Credit Union), expands nationwide.

Metro Vancouver Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
A Better Life Foundation	42	42	13	1
Ablaze Services	3	1	1	1
B.C. Pavilion Corporation (PavCo)	1,145	390	71	6
Burnaby Board of Trade	13	11	0	0
Capella Design	1	1	0	0
City of North Vancouver	545	188	97	14
Coaching That Belongs Coaching and Consulting	1	1	1	1
Creative BC	50	43	15	0
Easter Seals BC and Yukon	39	17	2	1
Eugenie HR	1	1	0	0
Fairware	19	19	4	0
Greater Vancouver Board of Trade*	39	36	4	0
Leanna Manning Consulting	1	1	1	1
Leda HR	2	2	2	2
Meaningful Access Consulting	3	3	3	2
MindMosaic Inclusive HR	1	1	1	1

Metro Vancouver Employers cont.

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Pacific Blue Cross	755	434	57	8
PlayAbility Consultancy	1	1	1	1
Seated Perspectives	1	1	1	1
Spectrum Ability	3	3	3	1
Stanley Park Ecology	15	7	5	2
TransLink**	9,931	2,291	252	31
Vancouver Community College	1,100	263	93	3
Vancouver Fraser Port Authority	460	460	15	4
Vancouver Airport Authority (YVR)	1,001	1,001	19	0

*2025 data carried forward pending collection of updated data.

**Due to different reporting periods, TransLink data is based on 2025 data, CMBC data is based on 2024 data and BCRTC from 2022 data. MVTP did not participate.

Island & Coastal BC Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Accessibility and Inclusion Matter Consulting	1	1	1	1
CanAssist at UVic	11	10	4	1
Powell River Brain Injury Society	5	5	2	2
University of Victoria	6,900	5,184	1,025	0*
Victoria Airport Authority (YYJ)	73	40	9	1

*Data is not available for 2026.

Interior & Northern BC Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Cariboo Chilcotin Coast Tourism Association	18	18	2	1
Pineview Vegetation Management	10	8	3	2
Racheal's Cricut Creations	1	1	1	1

Alberta Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Able & Available Job Board	1	1	0	0
Accessibility 4 Every Body Consulting Inc.	1	1	1	1
AC Contractors	4	4	2	1
Golden Goose Holdings Ltd. o/a McDonald's Restaurants*	471	206	46	12
Valley to Peak OT Consulting	9	6	3	1

*Data combined from 5 franchise locations operated by Golden Goose Holdings Ltd.

New Brunswick Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Hire for Talent (CBDC Restigouche)	11	11	3	1

Ontario Employers

Organization name	Number of employees	Number of respondents	Number of employees who disclosed disabilities	Number of senior leaders who disclosed disabilities
Accessible Creates	3	3	3	1
Accessibrand Inc.	17	12	12	3
Blackwood Developments	3	3	0	0
CARCO Disability Strategies	1	1	1	1
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	2294	1120	58	11
Workplace Safety and Insurance Board	4,962	2,648	276	10



Our impact in numbers from 2021-2026

2021 Year One

21

Participating employers

49,792

Employees

1,789

Employees who
disclosed disabilities

110

Senior leaders who
disclosed disabilities

2022 Year Two

33

Participating employers

48,823

Employees

2,561

Employees who
disclosed disabilities

78

Senior leaders who
disclosed disabilities

2023 Year Three

46

Participating employers

90,295

Employees

66,612

Survey respondents

8,875

Employees who
disclosed disabilities

376

Senior leaders who
disclosed disabilities

2024 Year Four

55

Participating employers

94,208

Employees

68,267

Survey respondents

11,232

Employees who
disclosed disabilities

543

Senior leaders who
disclosed disabilities

2025 Year Five

74

Participating employers

95,489

Employees

69,117

Survey respondents

11,590

Employees who
disclosed disabilities

670

Senior leaders who
disclosed disabilities

2026 Year Six

83

Participating employers

116,354

Employees

74,313

Survey respondents

13,143

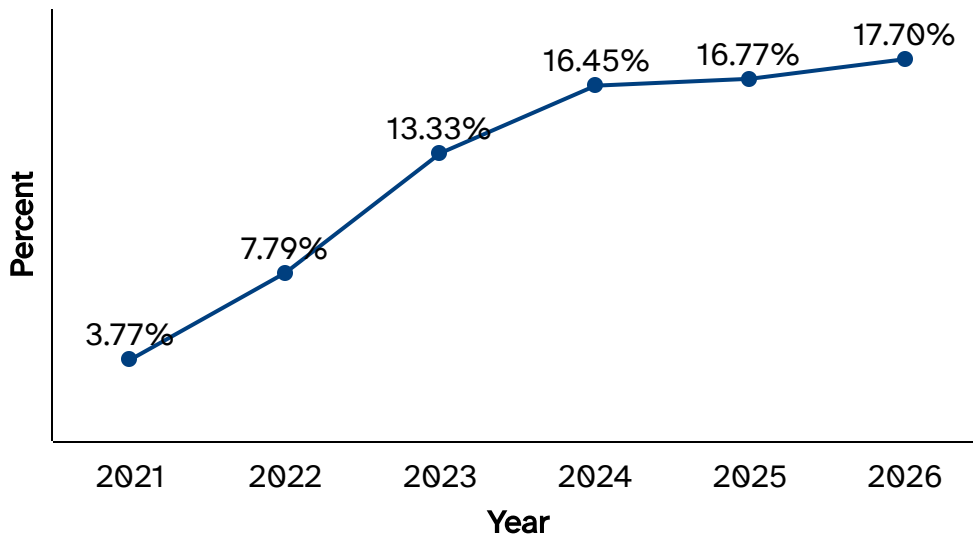
Employees who
disclosed disabilities

855

Senior leaders who
disclosed disabilities

Workplace Inclusion Trends

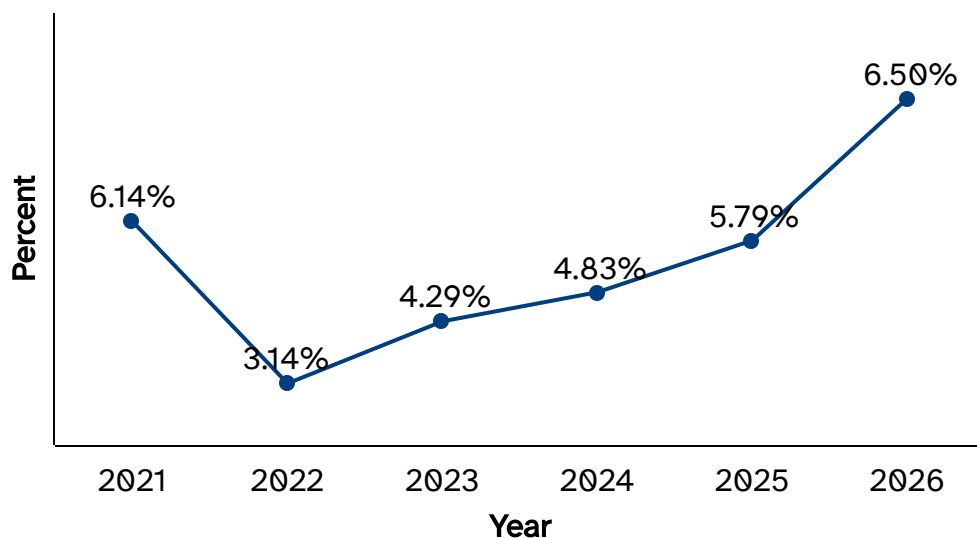
Disability Disclosure Continues to Rise Across Participating Employers



Since 2021, disability disclosure rates among participating organizations have increased from 3.77% to 17.70%, representing more than four times the level reported in the program's first year.

This growth suggests that participating employers are creating workplace environments where employees feel increasingly comfortable identifying as persons with disabilities.

Representation of Persons with Disabilities in Senior Leadership Is Growing



Representation matters at every level of an organization.

In 2026, 6.50% of those who disclosed disabilities in the Pledge to Measure were also senior leaders, the highest level reported to date, signaling progress toward more inclusive leadership teams.