

THOMAS P. DiNAPOLI
STATE COMPTROLLER



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STATE OF NEW YORK
OFFICE OF THE STATE COMPTROLLER

EXECUTIVE ORDER

ON INCLUSION OF PEOPLE WITH DISABILITIES

WHEREAS, the Office of the State Comptroller (OSC) is committed to a culture that promotes and celebrates diversity, inclusion and equal opportunity; and

WHEREAS, studies have confirmed that diversity, inclusion and equal opportunity are fundamental attributes of organizations with sound, sustainable and profitable long-term strategies; and

WHEREAS, on June 30, 2019, I issued an enhanced Executive Order ensuring diversity, inclusion and equal opportunity, free of unlawful discrimination on the basis of protected class status, including persons with disabilities, and establishing the Executive Committee for Diversity, Inclusion, and Equal Opportunity (Committee) to advise me in the formulation and coordination of plans, policies, and programs relating to diversity and inclusion and assuring effective implementation of such policies, plans and programs; and

WHEREAS, I have launched an initiative by the New York State Common Retirement Fund to engage portfolio companies on the issue of disability inclusion and have requested their participation in the 2019 Disability Equality Index; and

WHEREAS, OSC must continue to fully benefit from the value provided by people with disabilities and ensure that people with disabilities receive full opportunity and access to OSC services.

NOW THEREFORE, I, Thomas P. DiNapoli, Comptroller of the State of New York, in consideration of the aforementioned, do hereby order that:

1. The Committee examine and report on measures that can be implemented to further promote inclusion of people with disabilities in OSC programs and ensure that OSC programs include people with disabilities as part of their planning, objectives and target audience;
2. The Committee continue to ensure that OSC projects are accessible by people with disabilities; that reasonable accommodations are made consistent with federal and state law, and that OSC staff is appropriately educated on the process for seeking a reasonable accommodation;
3. The Division of the Chief Information Officer conduct an examination of OSC internal and external systems to assess the feasibility of integrating the Web Content Accessibility Guidelines (WCAG) promulgated by the World

Wide Web Consortium (W3C) or similar measures and submit a report to the Committee regarding the results of this assessment;

4. All OSC audit divisions include assessment of inclusion of people with disabilities in their audit planning and risk assessment;
5. The Division of Diversity Management continue to include people with disabilities in its quarterly and annual OSC Workforce Demographic Data Report and continue to work with the Committee to assess further avenues for the recruitment of persons with disabilities; and
6. This Executive Order will be included in OSC's Diversity and Inclusion Plan.

Thomas P. DiNapoli
Comptroller, State of New York

Last Revised Date: October 16, 2019