

### **Abstract**

People with disabilities are among the most marginalized populations in the world. This applies to multiple facets of society: education, community engagement, civic representation, and employment (United Nations, n.d.; World Health Organization, 2017). This is significant because countries, worldwide, forego up to 7% of Gross Domestic Product (GDP) due to the exclusion of people with disabilities (United Nations, 2015). Regarding employment, the growing body of research on the “future of work” suggests significant disruption to worldwide labor markets. The future of work, as an area of study, is characterized by the intersection of macroeconomic and societal trends influenced by the accelerating pace of technology in the form of automation and artificial intelligence (Arntz, Gregory, & Zierhan, 2016; Berriman & Hawksworth, 2017; Frey & Osborne, 2017; Kanady, 2018; Manyika, Lund, Chui, Bughin, Woetzel, Batra, & Ko, 2017; The White House, 2016). A review of recent studies on the future of work issued by the Organisation of Economic Cooperation and Development (2016), Executive Office of the President of the United States (2016), the University of Oxford (2017), PriceWaterhousecoopers (2017), and the McKinsey Global Institute (2017), reveals little attention is paid to historically marginalized populations such as people with disabilities.

Given the cited historical precedent of marginalization evidenced by statistical data and global reports (Erickson, Lee, & von Schrader, 2017; United Nations, n.d.; United States Bureau of Labor Statistics, 2018; World Health Organization, 2017), the lack of recognition paid to people with disabilities in research on the future of work will perpetuate inaction, increasing the likelihood of continued economic disparity and negative societal outcomes. If this assumption proves true, people with disabilities are likely to face greater degrees of marginalization due to the changing nature of work absent intervention or significant systems change. These claims

form the basis of my research and resulting project. Because of these factors, I propose to create futurENABLED, a research institute, community of practice, and social innovation lab addressing the future of work and inclusion of people with disabilities.