



Disability Employment Awareness Month

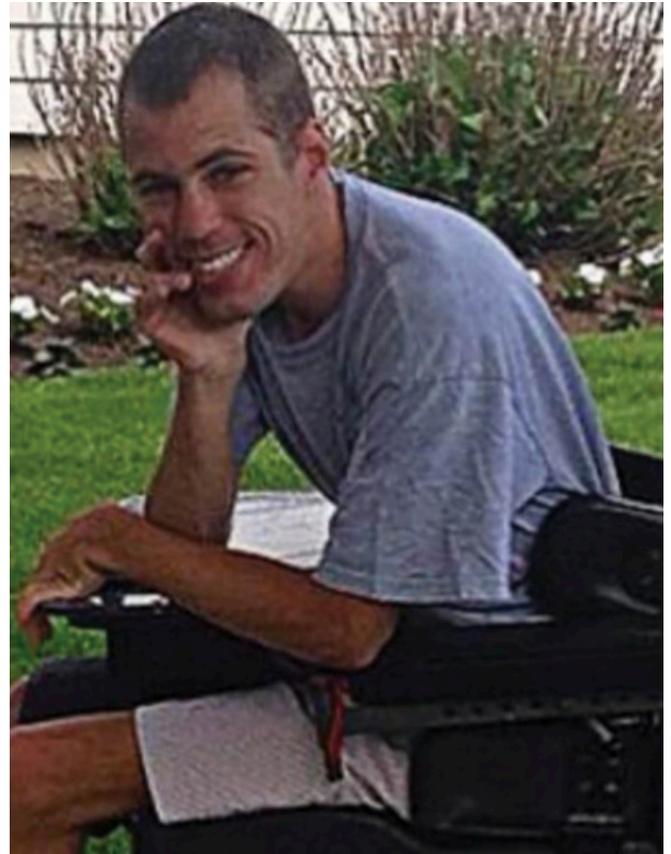
For All Employees

National Disability Employment Awareness Month takes place in October to educate people about various disabilities and raise awareness about this pool of often-untapped talent. People with disabilities — both visible and invisible — have made strides in gaining visibility but still face discrimination, especially when it comes to hiring. This Meeting in a Box is a valuable resource to help you not only understand, but celebrate, people's unique abilities and potential in the workforce. In this packet, we provide a historical timeline outlining the victories people with disabilities have achieved, facts and figures on this diverse demographic, an interview with Charles Catherine and Carol Glazer of the National Organization on Disability and a company spotlight on Ernst & Young, known for being at the forefront of hiring and supporting employees with disabilities. We also provide a primary tool kit outlining some issues at stake in the upcoming 2020 election for people with disabilities. Finally, our tip sheet on managing people with disabilities in the workforce will help you support your employees.

Introduction

By DiversityInc's Frank Kineavy

Wow, people with disabilities, look how far we have come. From not being able to cross the street in our hometown to holding jobs and graduating from college. I like to consider myself and my peers with disabilities the first generation of the ADA era. As part of this group, I grew up having rights and privileges that people with disabilities who walked, wheeled and limped this earth before me only dreamed of. Come with DiversityInc as we look back at the struggle that people with disabilities have overcome in the past 300 years and look to the day when people with disabilities will finally know what equality looks like.



Frank Kineavy is a 27-year-old journalist living with cerebral palsy, and he is not able to walk or talk. Although Frank cannot physically write, he uses a scribe, an aid that helps him type, and an adapted keyboard with word prediction and an augmentative communicative device to write and communicate with others. Frank's scribe also allows him to write articles here at DiversityInc. Frank previously worked in the digital media department at Rutgers University. Frank earned his BA in Liberal Arts in 2013 from Villanova University. While attending Villanova, he took advantage of many opportunities, including managing the basketball team under Coach Jay Wright and giving a TedxVillanovaTalk. He was also the subject of the award-winning student documentary "Coming Off The DL." Frank says his fondest memories were while participating in an ableism awareness group. Frank is a resident of Sea Girt, New Jersey. He is an avid music fan, a movie guy and a political buff. During his free time he writes comedy and volunteers as a football, baseball and basketball coach.

1 HISTORIC TIMELINE

We recommend you start your employees' cultural-competence lesson on people with disabilities by using this timeline, which documents individual achievements of people with a variety of disabilities, plus legislation concerning them, including the Americans with Disabilities Act (ADA), which changed their legal opportunities for equality.

Discussion Questions for Employees

- ? How can our company work to continue this progress and empower people with disabilities?
- ? What famous figures do you know of who have played an important role in increasing visibility for people with disabilities? Did they change your perception of what it meant to be disabled?



2 FACTS AND FIGURES

After discussing the history of people with disabilities, the next step is to look at the available data to understand why equality for differently-abled people has profound demographic, financial, educational and business benefits and what we can do to address issues this community faces.

Discussion Questions for Employees

- ? Looking at these statistics holistically, what kinds of patterns do you see? How can having other disadvantages, for example, race or socioeconomic status, add to the pressures of having a disability?
- ? While some disabilities are immediately apparent, others, like mental and chronic illnesses, are not visible. How can our company work to support and listen to those who have disabilities that we cannot immediately see? How can we accommodate and validate them?



3 COMPANY SPOTLIGHT: ERNST & YOUNG

EY is No. 6 on DiversityInc's Top Companies for People with Disabilities list this year. It has installed a plethora of programs designed to enhance the disabled community's footprint within its companies.

It serves as a corporate sponsor for the "Focus on Ability" short film festival. In 2018 alone, nearly 300 films were entered from 26 countries. The best of the best are screened across Australia on the country's public television station.

While supporting filmmakers with disabilities is a huge commitment, EY goes beyond to ensure it is in the right place to hire and foster careers for people with disabilities. This process starts with educating recruiters on how to eliminate bias when they are working with candidates with disabilities. They seek to develop relationships with vendors to help them create pipelines for talent with disabilities.

Once the employees come on board, all of their potential superiors are properly trained and given a guided tool kit to make employees with disabilities aware of the various programs they have access to. EY tracks the progress of these employees with disabilities to possibly identify talent to promote within the organization.

The company also ensures their various leadership programs are properly represented by employees with disabilities. It has carved out a position on its leadership team for a disability advocate who is responsible for accessibility and inclusion.

EY is also unique because of its commitment to integrating assistive technology into employees' work life. This past June, EY's own Kevin Grogg was a guest on Assistive Technology Update on Easterseals Crossroads podcast. Grogg is responsible for providing assistive technology services for all EY employees with disabilities. He is charged with running the EY App Store, where he buys apps such as Dragon NaturallySpeaking, speech-to-text software.

Discussion Questions for Employees

- ? How can we build an atmosphere of inclusion for diverse people from different backgrounds?
What are some stereotypes we need to dispel?
- ? How can we speak out against them? Have you ever heard anyone making prejudiced comments in the office? What are our policies on microaggressions and hate speech in the workplace?
- ? What policies does our company have in supporting workers with disabilities?
How can we gain insight and ideas from others?



4 PRIMARY TOOL KIT: WHAT ARE THE 2020 ELECTION ISSUES?

You hear the same 10 words in every election cycle, “This is the most important presidential race in American history.” This time it may be true. There is very little attention being paid to the disabled community, a population that makes up 20% of voters. What are the issues that will drive this group to the polls?

Community Integration: When you get down to it, people with disabilities just want to live productive and fulfilling lives. This means living and working within the greater community they belong to. For too long, people with disabilities were isolated from society and kept in institutions. Over the past three decades, people with disabilities have slowly become more and more visible in society. But we have a long way to go. Over the past two years, there have been several monumental laws passed to enable people with disabilities to stay and thrive within their communities. Both the Disability Integration Act (DIA) and the EMPOWER Care Act have played major roles in unlocking independence for people with disabilities.

Employment: The issue of employment weighs on the minds of people with disabilities who have the talent and determination to have a dynamic and fulfilling career. However, like with so many other facets in their life, they come to a road block. When people with disabilities go for a job, their potential employers’ first thoughts are commonly, “What could they do?” They often don’t look beyond the disability to see what the person is capable of. People with disabilities are often passed over for promotions and struggle with retainment because of marginalization. The U.S. Department of Labor currently has several programs to promote hiring people with disabilities. Whether it is a tax credit for companies who hire people with disabilities or setting up recruitment programs for people with disabilities, the government is working with the private sector to give people with disabilities access to the tools they need to be productive citizens. The question is, “who is the best to lead us in that direction?” Throughout his tenure as vice president, Joe Biden was a major champion of people with disabilities. He was pivotal in the passing of the DIA, and former President Obama signed Executive Order No. 13548, which committed the Federal Government to hire 100,000 employees with disabilities. Considering that the federal government has only had 139,777 disabled employees since the dawn of the ‘80s, it’s pretty cool that Biden can say that he is partly responsible for 78% of all federal hires of people with disabilities in the last 40 years.

Health: Perhaps more than most other voters, people with disabilities are in a daily dance with their health and wellness. According to the World Health Organization (WHO) healthcare is less available to people with disabilities. Women with disabilities are less likely to have their breast and cervical examinations than women without disabilities. In schools, students with disabilities often miss out on their gym and health classes to receive physical or occupational therapy, so they can miss out on sex education, playing into the stereotype that people with disabilities cannot be sexual or intimate. People with disabilities are more prone to pressure ulcers, urinary tract infections, osteoporosis and pain. In addition, they are more susceptible to poor dieting and smoking.

Discussion Questions for Employees

- ? What does it mean to consider disability issues as political issues as well?
How can empowering people with disabilities through our political choices benefit the U.S. as a whole?
- ? How can disability issues intersect with other minority issues?
How can we empower these communities simultaneously?



5 WHERE DO WE GO FROM HERE? INTERVIEW WITH CHARLES CATHERINE AND CAROL GLAZER, NATIONAL ORGANIZATION ON DISABILITY By Frank Kineavy

If there were a 35 under 35 list for the nonprofit industry, Charles Catherine would be on it. He was the Executive Director of the nonprofit Surgeons of Hope at only 25 years old. That was where he doubled the budget of the foundation and successfully led the expansion of their surgical programs in three different countries, saving hundreds of lives each year in Central and South America.

In addition, Catherine is blind. He was born with a degenerative condition, was low-sighted as a college student and has progressed to where he can no longer see. But that has not stopped his progress as a power player for National Organization on Disability (NOD).

Today he sits at the side of Carol Glazer, the President of NOD, as the Special Assistant to the President. NOD is a private, nonprofit organization that advocates for the 57 million people in the U.S. living with a disability. Its goal, among others, is to ensure people with disabilities have meaningful employment.

NOD is a partner with DiversityInc.

Catherine's passion for the employment of people with disabilities started way before landing at NOD. In his personal life and as a triathlete, Catherine met many highly-educated and qualified people with disabilities that were unemployed.

Through his work with Surgeons of Hope, Catherine said he thought he could help others by connecting them with employers, but when he realized that would just be a product of nepotism, he realized there needed to be changes on a larger scale.

First and foremost, NOD helps employers hire people with disabilities. Its "Look Closer" awareness campaign urges employers who are hiring to look closer at candidates with disabilities, as their obstacles in life have created excellent problem solvers.

Another program the organization sponsors is "Campus to Careers," assisting college students with disabilities and connecting them with opportunities through the college career center and at companies that NOD has recognized as advocates.

"There are low expectations for people with disabilities," Catherine said. "People in college want a job and a career. Some people would laugh at that, because most blind people don't work. But that should not be the standard."

Catherine said people with disabilities have unique skills that make them great employees.

"We like to say in our Look Closer campaign that people with disabilities spent their lives problem-solving and adapting to a

world that wasn't designed for them," he said.

Employment for people with disabilities has come along at a snail's pace. Employers are still wary about giving disabled applicants a shot. Only 4% of employees feel comfortable enough to disclose their disability, according to the NOD.

The stigma of having a disability still exists in Corporate America.

"Self-identification is much higher and there are more [people with disabilities] that work, but the truth is, when we talk about civil rights, we haven't made nearly enough progress," Catherine said.

He said he feels that the key to freedom is employment. It gives employees pride, things to share and a social network.

Catherine said he doesn't judge people who don't feel that they have to be the champion or mentor to others with disabilities, but that he personally chooses to.

"It feels good when I mentor, but it's not my responsibility, it's my choice," Catherine said. "It's something that resonates with me because it's a personal journey."

Catherine said while employers are apprehensive about hiring people with disabilities, those employees are much less likely to call in sick or take personal days. There is a stigma that people with disabilities would be absent more, but Catherine said it's the opposite.

"It is so hard for people with disabilities to get the job, that when they do, there are less days missed and less turnover," he said.

Catherine also said he would argue that having a disability makes a person a more focused employee.

"I find that my level of focus has to be different than other people because of the devices I use," he said.

He said using adaptive technology, such as screen readers, can be exhausting.

"Technology has changed and leveled the playing field," Glazer said. "However AI (artificial intelligence) is not geared toward people with disabilities. There's still a long way to go."

Catherine also pointed out that some people don't want to ask for accommodations, feeling they will look self-centered and disruptive. But programs such as JAWS, an adaptive software package that speaks written text, is a great way for people with disabilities to stay competitive in a position.

Glazer said there are many websites that are still not accessible for people with certain disabilities, such as people with visual impairments. The problem is that not enough businesses see people with disabilities as potential consumers.

Catherine gave an example of a car company that does not make its website accessible because a blind person doesn't drive a car.

"That's the wrong attitude," he said. It's narrow-minded."

He said people with visual impairments still need to travel and might buy a car for their family.

So, where do we go from here? Catherine said he feels New York City is the torch bearer in leading the way in employment accessibility.

"We are in a good city that has assistive technology, and realizes how qualified people are," Catherine said. "It feels like it has become a little more trendy."

Catherine said he hopes the trend continues throughout the U.S. and beyond. Through his experiences with Surgeons of Hope in traveling to other countries, he said he noticed people outside the U.S. sometimes had a different, more patronizing attitude. South American countries proved to be challenging to work with, but becoming comfortable with his disability helped to show others that it can be done.

"Many people have their own challenges, even if it's not a disability," Catherine said. "Having a disability makes me see other people through a different lens. Now I realize this is a chance for me to change things. I became more of an advocate outside of work, and it became more of a mindset."

Catherine said he feels once co-workers have a positive experience working with a person with a disability, it changes their attitudes toward future colleagues.

Glazer has built relationships with prominent companies within the U.S. She said NOD has a sold-out crowd for the Annual NOD forum every year. At the conference, NOD awards a seal to companies that excel in employing people with disabilities. There are 59 companies set to receive that award at its fall conference in Arlington.

She also said she is happy to report that its Corporate Leadership Council is growing. Eleven new companies have

joined this year.

Catherine said he believes that companies who join are serious about understanding their own misconceptions regarding disabilities and employment. And if for no other reason, there is a quest for talent. Companies are realizing that highly qualified employees with disabilities are an untapped market.

Glazer and Catherine regularly consult one-on-one with companies on how they can increase their footprint by opening themselves up to qualified applicants with disabilities.

"Each individual company that decides to take a risk is meaningful because it's a powerful story we can shine a light on," Catherine said.

For the 60 Corporate Leadership Council companies that work with NOD, they want to be seen as leaders for people with disabilities.

"By broadcasting the successes through media, we amplify those experiences," Glazer said "They are beacons."



Discussion Questions for Employees

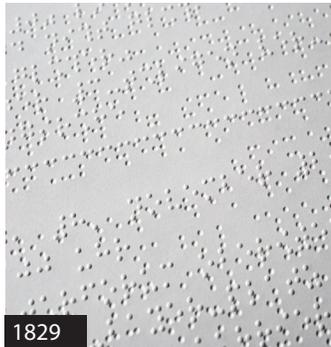
- ? How can our company learn from Glazer and Catherine's words to join the forefront of the movement of making the workplace more inclusive for employees with disabilities?
- ? What are some goals you'd like to see our company set for disability inclusion?



Timeline



1776



1829



1962



1968

Pre-1700s Disabilities considered loss of reason. People with disabilities considered “poor” and dependent on charity.

1776 “My hands may tremble, my heart does not,” Stephen Hopkins said. He lived with cerebral palsy and penned this statement after signing the Declaration of Independence.

1782 First institution for blind children opens in Paris, France. It is called the Institute for Blind Youth. Valentin Hauy, who is known as the father and apostle of the blind, founded it. Louis Braille, inventor of the most widely used alphabet for the blind, later becomes a student and teacher of the institution.

1809 Louis Braille is born. He loses his vision after an accident at the age of 3.

1829 Louis Braille publishes his writing system, which includes clusters of raised dots for blind people to touch and interpret.

1860 Braille is taught for the first time in the U.S.

1872 While trying to develop ways to make speech visible for the deaf, Alexander Graham Bell develops the telephone.

1881 At 24, Sigmund Freud starts his career as a doctor and within two years would form the theories of psychoanalysis.

1907 The era of eugenic sterilization begins in the U.S. as Indiana legalizes the controversial practice of institutionalization for “confirmed idiots, imbeciles and rapists.”

1919 The Ohio Society for Crippled Children is founded. Today, the nonprofit helps people with disabilities and is known as Easterseals. It is still a model for non-profits as it celebrates its 100-year anniversary.

1920 Congress passes a bill funding vocational rehabilitation for veterans of WWI and disabled in the general community.

1927 In a ruling that still stands, the Supreme Court deemed sterilization for people with mental disabilities constitutional.

1932 The only president to serve more than two terms, Franklin D. Roosevelt, is elected. FDR is confined to a wheelchair because of complications with polio. He founds the March of Dimes, which focuses on infantile paralysis.

1935 League of the Physically Handicapped organizes a sit-in for nine days in New York City that eventually helps to secure thousands of jobs for people with disabilities.

1941 Eunice Kennedy Shriver founds the Special Olympics in honor of her sister Rosemary, who was the victim of a failed lobotomy to “cure” mild retardation and aggressive behavior, resulting in incapacitation.

1950 The Veterans Administration, President’s Committee on Employment of the Handicapped and Ohio Society for Crippled Children develops national standards for “barrier-free” buildings.

1961 The first accessibility standard is published by the American National Standards Institute (ANSI). Forty-nine states adopt accessibility standards by 1973.

1962 Ed Roberts, after first being denied, fights for admission to the University of California, Berkeley. He becomes the first person in a wheelchair to attend the university, a trailblazer for the independent movement, and helps to found the first Center for Independent Living (CIL).

1968 First Special Olympics is held in Chicago.



**EQUAL HOUSING
OPPORTUNITY**

1988



1990



2004



2008

1968 Architectural Barriers Act mandates removal of obstacles from physical design of buildings to make it accessible for people with physical disabilities.

1973 Section 504 of the Rehabilitation Act of 1973 makes it illegal for universities, federal agencies and institutions receiving federal funds to discriminate on the basis of disability.

1975 Individual with Disabilities Education Act (IDEA) guarantees a public education for children with disabilities in the least restrictive environment.

1978 Protesters by 19 members of the Atlantic Community in Denver block buses with their wheelchairs chanting "We will ride!" to demonstrate against inaccessibility of public transportation. The National Council on Disability is established as an advisory board to the Department of Education.

1982 Alan Reich founds the National Organization on Disability (NOD).

1986 The Air Carrier Access Act is passed. It prohibits discrimination by airlines and opens up new avenues of travel for people with disabilities.

1988 The Fair Housing Amendments Act requires a certain number of accessible units to be built in all multi-family housing. The Technology-Related Assistance for Individuals with Disabilities Act is passed increasing accessibility to assistive technology.

1990 The Americans with Disabilities Act (ADA) becomes law, viewed as the most important civil rights law since Title 504.

1995 The American Association of People with Disabilities is created to give people with disabilities a stronger voice on a national level. Christopher Reeve, the actor that portrayed "Superman" is paralyzed in a horseback riding accident. His wife Dana Reeve later starts the Reeve Foundation, which becomes a well-known advocacy

group for spinal cord injuries and stem-cell research.

1996 The Telecommunications Act is passed, mandating closed captioning and other adaptive equipment for accessibility.

1998 A federal court rules that Case Martin, a professional golfer with a circulatory disorder that prevents him from walking the entire course, is allowed to utilize the ADA and use a golf cart.

1999 The Ticket to Work and Work Incentives Improvement Act (TWWIIA) expands Medicare and Medicaid so that people with disabilities who are working do not lose medical coverage.

2004 The first Disability Pride Parade is held in Chicago.

2006 The first bill is passed requiring the Disability Rights Movement be taught in K-12 schools.

The Autistic Self Advocacy Network, or ASAN, was founded. It is an organization run by and for individuals on the autism spectrum. ASAN's mission statement says that people with autism are equal to everyone else, and important and necessary members of society.

2008 The Invisible Disabilities Association begins honoring organizations, businesses and individuals who make a positive difference for people with disabilities. Some invisible disabilities include mental illness, epilepsy, chronic fatigue syndrome, ADD/ADHD, lupus, endometriosis, Lyme disease and diabetes.

2010 Rosa's Law, which changes references in many federal statutes from "mental retardation" to "intellectual disability," becomes law in the U.S.

2016 The Invisible Disability Project is founded to empower people with invisible disabilities.

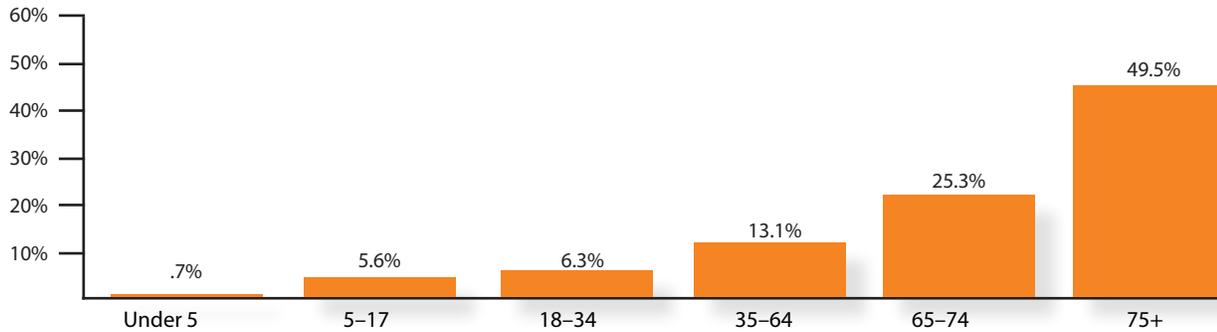
Facts & Figures

POPULATION

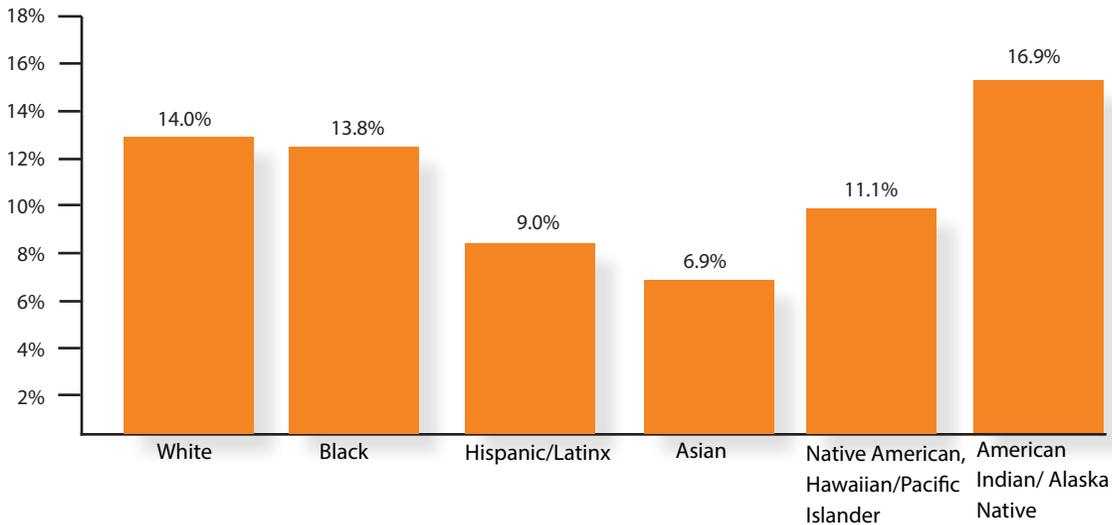
Number of people in the U.S. with disabilities:

40.6 million (12.6% of Civilian Noninstitutionalized Population)

Percent of People with Disabilities by Age

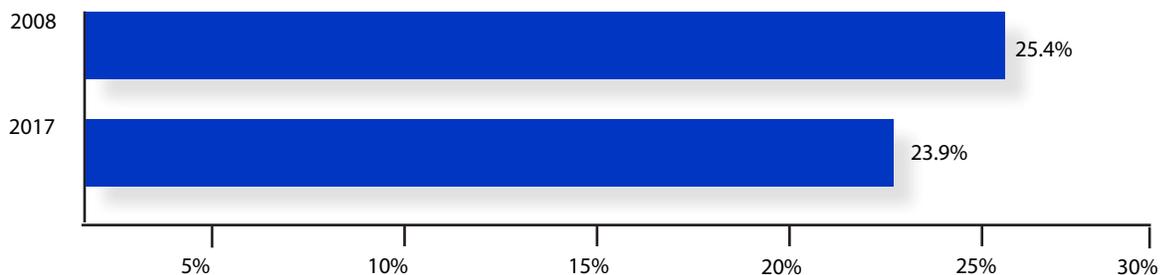


Percent of People with Disabilities by Race



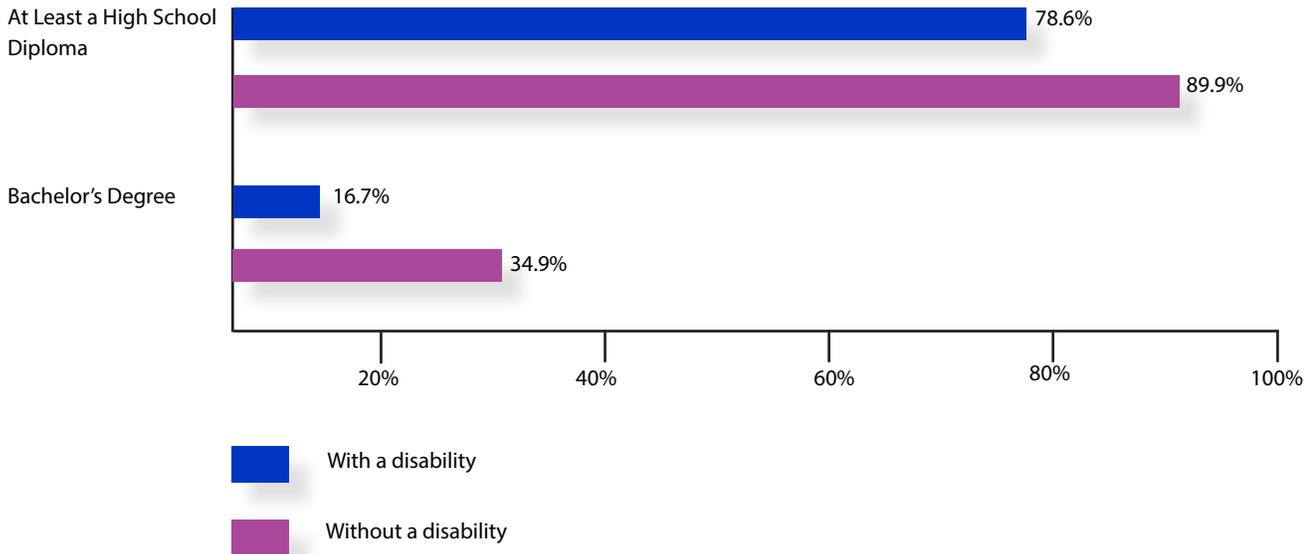
WORKFORCE

Percent of People with Disabilities (16+) Who Are Employed



EDUCATION

Percent of People (25+) by Educational Attainment



FINANCES

Median Yearly Income, People w/ a Disability, 2017: **\$23,006**

Median Yearly Income, People w/no Disability, 2017: **\$35,070**

DIVERSITYINC TOP 50

2019 DiversityInc Top 15 Companies for People with Disabilities

- | | |
|---------------------------------|---------------------------|
| 1. Northrop Grumman Corporation | 9. The Boeing Company |
| 2. Eli Lilly and Company | 10. Comcast NBC Universal |
| 3. Accenture | 11. The Hershey Company |
| 4. Express Scripts | 12. PwC |
| 5. KeyBank | 13. TD Bank |
| 6. EY | 14. Kaiser Permanente |
| 7. AT&T | 15. Dow |
| 8. Hilton | |

DID YOU KNOW?

Accommodating individuals with disabilities is not costly.
 A poll by the Job Accommodation Network at www.askjan.org revealed
 2/3 of employers surveyed said the average cost of hiring people with disabilities is the same as hiring a person without a disability.
 73% of employers reported that their employees did not require special facilities at all.
 57% of all accommodations cost nothing.
 36% had a one-time cost: typically \$500.00.
 1% said the accommodation required a combination of one-time and annual costs.

Tips on Managing Employees with Disabilities

Educate Staff on Disabilities. You have the duty to ensure that when a new employee with disabilities is hired, their co-workers have the understanding of how to interact with them, empower them and recognize their challenges.

Utilize Assistive Technology. In the world of people with disabilities, assistive technology is the key to their success. It is pivotal that your company tracks the latest advances in technology so that your employees with disabilities can benefit from the advantages that the digital age provides to those that rely on it to communicate.

Be an Easy Access Company. Physical barriers lead to success barriers. Be sure that all employees and future employees can get into the building and up to their office. Having accessible meeting rooms and accessible desks make working easier. Ensure there is ample room in the hallways to maneuver if there are mobility issues.

Get Real. If your employees with disabilities are reliable, good workers, they yearn for constructive criticism, just like any other employee. Keep the lines of communication flowing and treat them as you would any of your other employees.



For more information on individuals with disabilities, visit nod.org or email info@nod.org.