

National Disability Employment Awareness Month 2020

MEETING IN A BOX

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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. Included in this Meeting in a Box is a historical timeline outlining the victories people with disabilities have achieved, facts and figures on this diverse demographic, and tips and tools on how to improve your company's self-id rates. You will also learn about common myths and misconceptions about people with disabilities as well as the biggest issues the community faces as voters in the most important election in US history.

DiversityInc

DiversityInc's mission is to bring education and clarity to the business benefits of diversity. It is the dominant "diversity" publication with more web traffic and social media reach than Black Enterprise, Working Mother, Hispanic Business, Diversity Executive, Diversity Journal and Diversity Woman.

NATIONAL ORGANIZATION ON DISABILITY

The National Organization on Disability is a disabled woman-led organization that promotes the full participation of America's 56 million people with disabilities in all aspects of life, particularly in employment. We do this by helping major companies build a more disability-inclusive workforce.

The Partnership

DiversityInc and NOD have had a close working relationship for more than a decade. The two have advised one another on issues related to disability workforce inclusion, on the criteria for DiversityInc's Top ten companies for Disability rankings, and on NOD's Disability Employment Tracker benchmarking surveys. The NOD survey is a requirement for companies wishing to be considered for DiversityInc's Top Fifty Companies for Diversity. Luke Visconti serves as Chairman and Vice Chairman, respectively on DiversityInc and NOD's Board of Directors.

National Disability
Employment Awareness
Month

2020

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National Disability Employment Awareness Month during COVID-19

When the COVID-19 pandemic hit the U.S., people with disabilities were among the first to get laid off: more than one million lost their jobs. The hovering dark clouds of our economy during the pandemic have meant more and more people with disabilities are out of work and struggling to find employment. One good thing to come out of this however, may be the new wave of companies implementing remote work that is dispelling many of the myths that kept those with disabilities out of the workplace. As Carol Glazer, President of the National Organization on Disability explains, before the Pandemic, employers would say things like, “Our work depends on personal contact” or “You have to be able to look each other in the eye”.

“In many ways, for people with disabilities, this is a ‘welcome to my world’ situation.”



Carol Glazer
President, NOD

With so many employees working from home, companies will now have a hard time justifying those statements which are proving to be misconceptions.

Telework is just one idea people with disabilities have promoted for decades with limited success, saying we could be successful if we just had the right accommodations. COVID-19 may just be the beginning of a way to level the playing field for people with disabilities.

While this year may introduce the beginning of a more-leveled playing field in terms of work opportunity for people with disabilities, it has also marked a new danger: policing during a pandemic. With rising tensions due to mandatory lockdowns, racial inequality, and a massive resurgence of police violence, people with disabilities face new threats each day without even leaving their homes. People of color who have disabilities are the most at-risk: it is estimated that between one-third and one-half of people killed by police are people with disabilities.

Timeline of Disability Rights

The Overlooked Civil Rights Issue

The Disability Rights Movement was sparked primarily by people with mobility problems who use wheelchairs -- as a result of polio, spinal injuries, or cerebral palsy. There has been relatively little joint work with organizations of or for the blind, deaf, and developmentally disabled. Nevertheless, equal access to education, employment, transportation, health care, and attendant services have been unifying themes. Over the last few decades, the movement has

begun to approach disability in a new way. Rather than the "impairment model", the modern disability rights movement focuses on the "civil rights model." This addresses the misconception that because impairment causes disability, unless one is cured, one cannot expect equality. Therefore, as the disability rights movement redefines "disability," the movement also challenges basic social assumptions about the nature of disability.

While the concept of disability as a strength is not foreign to most of us in the disability rights movement, most Americans still view disability as an impairment to be cured, feared, or "risen above."

The first President with visible disabilities, Franklin D. Roosevelt, was elected, but the public was shielded from the extent of his disabilities.

1932



1935

The **Social Security Act** provided cash benefits, medical and therapeutic services for people with disabilities.

The first National Employ the Physically Handicapped Week, which later becomes **National Disability Employment Awareness Month**.

1945

NDEAM



1948

Congress passed legislation prohibiting discrimination in federal employment for people with physical disabilities.

Disability rights movement began, encouraged by the examples of the Civil Rights and Women's Rights Movements.

1960s



The **Community Mental Health Act** was meant to help those who were “warehoused” in institutions move back into their communities. While the number of institutionalized people in the U.S. dropped from a peak of 560,000 to just over 130,000, only half of the proposed community mental health centers were ever built.



1963

The **Architectural Barriers Act** was passed, mandating that federally constructed buildings and facilities be accessible to people with physical disabilities. *(This act is generally considered to be the first ever-federal disability rights legislation)*

1968



The Center for Independent Living was founded in Berkley, California and led by disabilities activist Ed Roberts.



1972

The **Rehab Act** established equal access for people with disabilities through removal of architectural, employment and transportation barriers in federal establishments.

1973



The **Education for Handicapped Children Act** of 1975 (later the IDEA) guaranteed a free, appropriate, public education for all children with disabilities in the least restrictive environment.



1975

During the 504 Protest, San Francisco activists held a 28-day sit in calling for federal civil rights for people with disabilities. The measure was signed that year.

1977



United Nations commemorated the first **International Year of Disabled Persons**. Alan A. Reich became the first person to address the U.N. **General Assembly from a wheelchair**.



1981

The **National Organization on Disability (NOD)** was founded by Alan Reich to continue the momentum to promote disability inclusion.

1982



1984

Voting Accessibility for the Elderly and Handicapped Act ensured equal access to the polls.

The **Deaf President Now** protest went on for 8 days at Gallaudet University in Washington DC. The movement succeeded in finally getting a president reflective of the student body.

1988



1990

President George H.W. Bush signed the **Americans with Disabilities Act** into law, enshrining equal access and non-discrimination.

American Association of People with Disabilities was created, advocating for legal rights for people with disabilities.

1995



1996

Mental Health Parity Act banned health plans from imposing unwarranted dollar limits on mental health benefits.

President Clinton signed the **Internet Accessibility Law**, giving people with disabilities access to all electronic and information technology in the federal sector.

1998

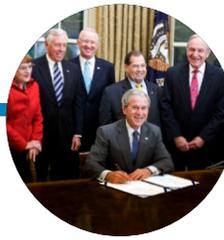


1999

The Supreme Court's **Olmstead Decision** affirmed the right to live in the community rather than in state run institutions. Renowned Civil and Women's Rights jurist Ruth Bader Ginsburg wrote the majority opinion.

ADA Amendments Act clarified and broadened the term “disability.”

2008



ABLE Act allowed for savings accounts that don't hinder people with disabilities' Medicaid & SSI benefits.

2013



The Section 503 rule change to the Rehab Act required federal contractors to begin affirmative hiring of people with disabilities with a goal of 7% workforce.



"Fight for the things that you care about, but do it in a way that will lead others to join you."
—Supreme Court Justice Ruth Bader Ginsburg

[Click here for a more in-depth look at the disability rights movement](#)

Discussion Questions

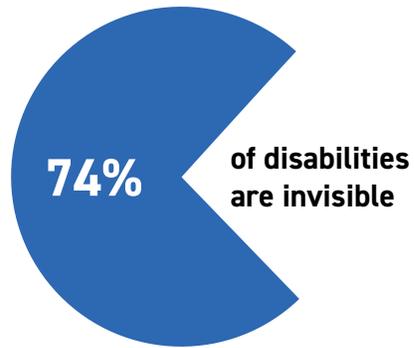
How has the Disability Rights Movement been different from the Civil Rights Movement?
How has it been different from the Women's Liberation Movement? The LGBT Movement?
How has the Disability Rights Movement intersected with these other movements?



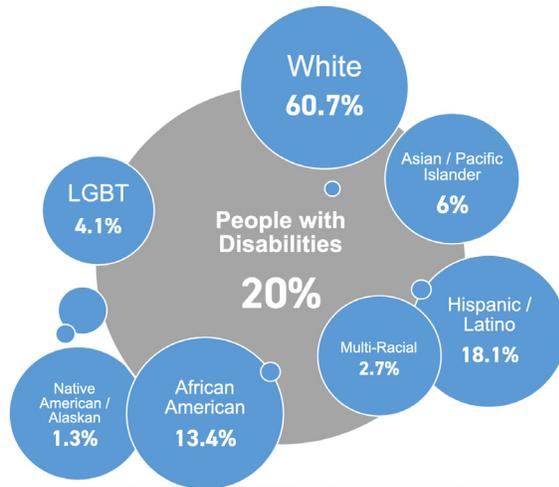
Facts & Figures

Disability is Diversity

- 33 million** working age adults have disabilities
- 5 million** have college degrees
- 83%** acquire a disability later in life
- 40%** of seniors have a disability



Disability Touches Everyone



Global Population

- 1.9 Billion** family and friends of pwd
- 1.1 Billion** people with disabilities

US Population

- 84 Million** family and friends of pwd
- 57 Million** people with disabilities

26%

of the U.S. population are people with mental health, intellectual, or physical disabilities, making it the **single largest minority group in the country.**

86

million americans

The Business Opportunity

Market Demand

77.7% labor force participation
 6.4 million current job openings
 670k job vacancies

Disability Supply

33.8% labor force participation
 24 million working-age pwd are unemployed
 5 million have a college degree but only 25% are employed

The Business Case

48% lower turnover
 73% lower time-off expenses
 92% favorable opinion of disability employers
 87% prefer to patronize disability employers

- Tap into new sources of talent
- Develop new products for unmet needs
- Improve overall customer experience

- Improved brand sentiment
- Earn fierce followers
- Increase word-of-mouth recommendations
- Attract talent that values diversity

- Seize a huge market segment
- Reflect the diversity of customers & employees
- Display your company's values

Disposable Income

\$750 Billion global people with disabilities
 \$247 Billion U.S. people with disabilities

\$8.1 Trillion global pwd and their friends and family
 \$2.4 Trillion pwd in the U.S. and their friends and family

NOD's Disability Employment Maturity Curve

Where's your company?



Workforce

Non-Institutionalized People 16 and Older in the Workforce

With Disability	Without Disability	Total Population
31%	67.3%	60.9%

COVID-19



20% of people with disabilities lost their jobs in March and April alone while only

"Modest gains seen in the employment-to-population ratio for people with disabilities during January, February, and March have been lost due to the effects of COVID-19"

14% of people without disabilities lost their jobs

– John O'Neill, PhD.
Director of Employment &
Disability Research at Kessler

Earnings

Median Earnings of the Population Age 16 and Over

With Disability	Without Disability	Total Population
\$23,848	\$36,034	\$35,380

Poverty

Population living below 150% of the poverty line

With Disability	Without Disability	Total Population
32.5%	17.3%	19.6%

NOD's Disability Employment Tracker

is a confidential annual survey measuring companies' disability and veterans inclusion policies and practices.

The tracker examines 5 essential inclusion areas to discover how businesses are progressing in their disability inclusion journey:



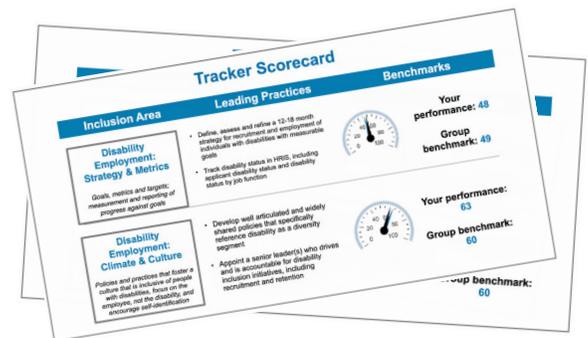
200

Over 200 companies employing 8.7 million workers use the tracker.

8.7 million

Where is your company?

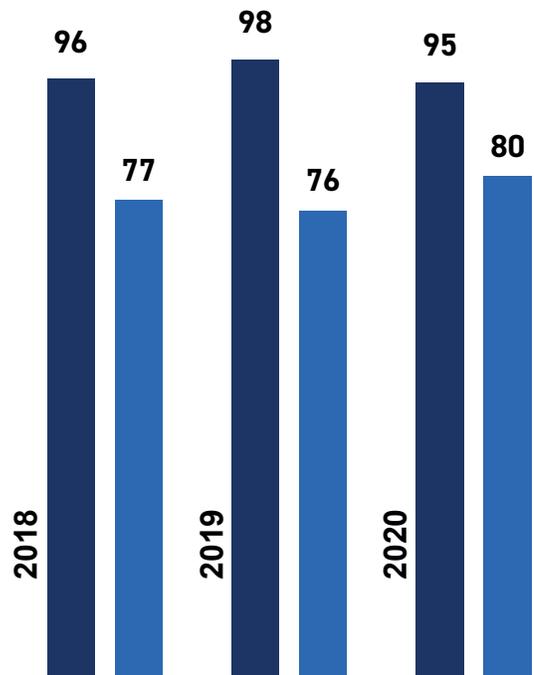
[Take the tracker online](#)



Finding and keeping talent is the most important disability inclusion driver, but it can be the hardest part.

Only **4.09%** of employees identify as having a disability while a mere **13%** of companies have reached the Department of Labor's target of **7%** disability representation.

- My senior leaders discuss and publicly promote **diversity** initiatives
- My senior leaders discuss and publicly promote **disability** initiatives



Many companies use a variety of channels to source talent with disabilities, but few are making hires from them

76% of companies who took the tracker sourced talent from community partners but only

56% actually made hires

75% of companies sourced talent from disability job boards but only

38% actually made hires

Gaps

Disability still lags behind veterans and broad diversity practices

88% of companies reported having ERGs on diversity but only

70% reported ERGs on disability

Of those companies with ERGs on disability, only **57%** have an annual budget. This is a **5%** increase from last year's **52%**. However, **74%** of companies allocate resources for social strategies related to diversity, equity, and inclusion (DEI).

In 2018, only **57%** of surveyed companies reported having onboarding materials in accessible formats. However each year after there has been a steady increase, with **60%** in 2019, and **67%** in 2020.

While mentoring programs have been successful for both employees with and without disabilities, few companies have those programs in place. The same is true for training staff on disability etiquette.

DiversityInc

2020 Top Companies for People with Disabilities



Hall of Fame Companies for Diversity



Mythbusting

Challenging misconceptions and busting commonly held misperceptions about disability in the workplace

Objectives

- Become aware of your own perception biases and how they lead to the “tyranny of low expectations”
- Become aware of how common misconceptions about disability play out in the workplace
- Learn the basics of “disability etiquette”
- Learn how people with disabilities are often superior workers and colleagues

Questions

- What actions can you take to improve your current and/or future management of individuals with disabilities?
- How does unconscious bias affect our interactions with people with disabilities?
- How do our *misperceptions* influence our *misconceptions* about people with disabilities?
- What steps can you take to ensure accessibility for all team members?

Perceptions and Assumptions

We know from research that we instinctively categorize people based on observed criteria and then automatically assign “...presumed traits to anyone we subconsciously put in those groups”. The advantage is that it saves time and effort, however it can lead to erroneous assumptions about people.

Perception Bias;

The tendency to form assumptions about certain groups that make it impossible to make an objective judgement about members of those groups

Stereotypes;

Assumptions that are made about a person or groups of people based on a general image we have about a particular group of people

How do I avoid unconscious bias?

Recognize your own biases, increase your exposure to differences, and focus on people.

What is a Disability?

The American with Disabilities Act has a three-pronged definition of “disability”;

1. An impairment that substantially limits a major life activity
2. Having a record of an impairment that substantially limits a major life activity
3. A belief that a physical or mental impairment is present, whether or not that impairment substantially limits a major life activity

Did you know?

Zoom meetings are not accessible to people with disabilities who are deaf or hearing impaired without an individual who transcribes the conversation in real-time.

Common Questions for People with Physical Disabilities

“If you can’t see, how do you use a computer?”



Not everybody with a visual impairment is blind, but even for those who are, computer use is entirely possible with the help of a screen reader. A screen reader is an assistive technology that converts text, buttons, images and other screen elements into speech or braille. The first thing most people comment on when meeting a screen reader user is the speed at which the synthetic voice speaks.

Did you know?

Experienced screen reader users usually have their reader set at 400 words per minute while most sighted people only read at about 150 words per minute.

[Click to hear what a screen reader sounds like](#)



Researchers from the Hertie Institute for Clinical Brain Research in Germany have found, through functional brain imaging, that some blind people's brains rewire themselves, giving them extraordinary auditory comprehension.



“There are low expectations for people with disabilities. 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.” –Charles Catherine, Special Assistant to the President of NOD

Did you know?

Not all documents are screen-reader-accessible. In fact, many PDFs and PPT documents are not accessible.

“How do you use a phone if you can’t hear?”



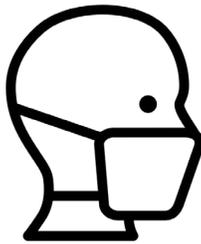
While it might surprise some, people who are hard of hearing, deaf, or speech-impaired are fully capable of using a telephone.



A TTY (Text Telephone) or TDD (Telecommunication Device) is a special technology that enables people who are unable to hear or speak, to communicate. Like a direct messaging chat window on a computer, both users type on a keyboard and both users are required to have the technology. If you do not have this device but are trying to call somebody who is deaf, hard of hearing, or speech-impaired, you can make the phone call using TRS (Telecommunications Relay Service). When using a TRS, an operator types whatever you say and the other person can then read the message on their TTY display.

Did you know?

Less than 3% of 911 call centers around the US can receive text messages.



Did you know?

Many people who are deaf or hard of hearing do not know ASL. With the new face mask requirements, those people cannot understand what’s being said. When speaking to somebody who reads lips in order to communicate, wear a clear face mask.

[Click to find out where to buy clear face masks](#)



While some employers may say

“I can’t afford to hire somebody with disabilities”.

Actually you can’t afford *not* to...

1/3

of managers say employees with disabilities have 30% greater tenure and are 35% more dedicated to their work

2/3

of employers said the average cost of hiring people with disabilities is the same as hiring a person without a disability



“People with disabilities are incredible problem solvers, as they spend much of each day navigating daily challenges. We constantly show persistence, tenacity and adaptability.”
–Carol Glazer, President NOD

Busting Common Myths

MYTH People who use wheelchairs are chronically ill.

FACT A person may use a wheelchair for a variety of reasons, none of which are related to an illness.

MYTH It’s rude to ask a deaf person if they can read lips.

FACT It’s perfectly fine to ask a deaf person if they can read lips, it is only rude if you do not face them and give your full attention.

MYTH People without disabilities should be responsible for helping or “taking care of” people with visible disabilities.

FACT It is polite to offer help if you see someone struggling, but you should always ask first because most people with disabilities prefer to be responsible for themselves.

MYTH You should never ask a coworker displaying signs of mental health issues, about their emotional state.

FACT If you suspect a colleague is experiencing mental health issues, you should always ask if they are ok the same as if they tripped and fell.

MYTH People with intellectual disabilities have a low IQ and you should communicate with them the way you would with a child.

FACT Intellectual or developmental disabilities do not always reflect a person’s intelligence or ability to communicate. They may be the smartest person in the room.

Self-ID

Employees need to feel comfortable disclosing disabilities at work.

Objectives

- Understand the rationale from both the employer perspective and the employee, to increase rates of self-id
- Learn the main reasons why people don't want to disclose a disability at work
- Learn how to create a work environment where employees with disabilities feel comfortable self-identifying
- Learn the main reasons people don't want to disclose a disability at work

Questions

- What can leaders do to increase self-identification?
- Why aren't more self-id campaigns successful?
- How does an employer build the trust needed to make workers feel safe disclosing a disability?

The Case for “Coming Out” as a Person with Disabilities

Why should your employees care? Why should you?

According to the U.S. Census Bureau and data from NOD's Disability Employment Tracker, only 4% of employees on average, disclose their disability to employers. This falls far short of the Department of Labor's 7% goal for federal contractors and the 20% of Americans that have a disability.

At the same time, research shows that employees who disclose their disabilities, or who have visible disabilities, have much greater satisfaction at work than those who do not. This includes the hiring process, accommodations at work and advancement opportunities.

We assume that the greater level of engagement among

workers with visible disabilities is due to these workers getting the accommodations they need to be most productive. Moreover, in the words of one Diversity and Inclusion professional,

“Disclosing a disability at work frees up an enormous amount of emotional ‘real estate’ that can be channeled towards greater productivity on the work that matters”

–DEI Leader of a Fortune 500 Company

For employers, the benefits of a disability-inclusive workforce go way beyond compliance. They extend to greater diversity of thinking, high rates of productivity, retention and loyalty among both disabled employees and their colleagues, and reflecting a company's

customer base in the makeup of its workforce. The global disability market comprises an estimated 1.27 billion consumers, almost matching the size of the market in China, with an estimated annual spending power of over \$8 trillion.

So for both employers and their workers, increasing the rate that workers with disabilities are “out and proud,” has benefits that go way beyond compliance:

- Greater engagement
- High productivity
- Diversity of thinking
- A workforce that reflects the customer base

With the benefits of disclosure as great as they are, why are self-id rates as low as they are?

There are many reasons for why disclosure rates are so low, but **at NOD we believe that the answer lies in how much those employees trust their employer**, particularly that the information will not be somehow used against them. That may explain why, as shown in NOD's Disability Employment Tracker, only 40% of employers who mounted self-id campaigns, reported an increase in self-id rates as a result of those campaigns.



“The critical metric for human capital management is the self-disclosure rate of your employees with disabilities. If it’s below 5% you have a critical problem — a severe lack of trust between your employees and you.”

—Luke Visconti, Founder and Chairman of DiversityInc

The Importance of Trust: Edelman Trust Barometer

The global communications firm Edelman created the Edelman Trust Barometer 20 years ago, to help companies gauge trust by asking: “How much do you trust this institution to do what is right?”

According to Edelman’s research, now is a particularly important time to ask those questions. The global pandemic and economic crisis, and mass demonstrations over centuries of systemic racism and racial injustice have pushed employers to the forefront of societal change. According to Edelman, it’s not enough to issue a statement or a policy or make an emotional ad. More and more consumers and employees expect brands to act and advocate on the personal and societal issues that affect their lives.

Edelman suggests that in response to racial injustice brands in the U.S. first must get their own house in order by setting an example within their organization (64%), by reflecting the full diversity of the country in their communications (63%) and by making products accessible and suitable to all communities (61%).

70% of consumers surveyed by Edelman said that trusting a brand is more important today than in the past (a shared belief among age groups, gender and income).

In summary, Edelman’s data show that it’s not enough for a brand to simply take a stand or declare a commitment to this inclusion practice or that. Real action is needed. Otherwise a company will be seen as exploitative or as opportunists. Does this perhaps explain why self-id campaigns aren’t successful? Clearly, companies have to walk the walk, not just talk the talk.

As roughly 20% of the population, people with disabilities make up the largest “diversity” segment in the workforce, a segment any of us can join at any time. Yet few people self-identify as having a disability.

Some common reasons why employees may be unlikely to self identify as a person with disabilities include:

- Fear of discrimination or stigma
- A belief that it has no impact on their daily lives
- Unsure what they have to gain by “coming out”
- Many employees don’t know they have a disability
- If a worker lacks trust that their employer will do the right thing when an employee comes out as disabled, self-id campaigns may well backfire

So, what are the characteristics of companies that do have high self-id rates?

According to NOD's Disability Employment Tracker:

Strategy & Metrics

Senior leaders evaluate where they are and devise a plan of action for improving disability inclusion practices that is driven by a disability champion.

Climate & Culture

Priority is given to creating employee/business resource or affinity groups that are specific to disability. Moreover—and this is critical—these groups have annual budgets that allow them to take visible and impactful action.

Workplace & Technology

As new facilities are built, universal design principles, a set of guidelines that ensure environments, processes, policies, technologies and tools work for people of every ability, are routinely applied.

People Practices

HR teams are trained to proactively ask new hires if they need an accommodation in the post-offer and pre-employment stages. These “moments of truth” can make or break how the employee feels about their new employer, which, ultimately, affects retention and turnover rates.

Recruiter Training

Recruiters, who are on the front line in the pursuit of employees with disabilities, are trained in, and know how to find and use the company's accommodation process. This helps ensure candidates gain access to the supports needed to be successful and land the job. This process begins well before a job offer is made; it starts with how and where recruiters advertise; how accessible their interview process is; and how these things are communicated in job announcements.

What are some other leading practices to support employees with invisible diversity traits?

- **Set the tone from the top down**
- **Cultivate trust to boost disability self-id rates**
- **Disclosure can reveal supportive networks**
- **Tackle stigma head on to succeed**
- **Take action to advance a culture of authenticity**

Politics

and the 2020 Election

This is the most important election in American history

This election is particularly important for people with disabilities as, for the first time in history, disability issues have become a mainstream political conversation. In the 2020 election roughly 23% of the electorate (35 million Americans) are people with disabilities.

Objectives

- Learn about the biggest issues that voters with disabilities are worried about this election
- Understand how policies around these issues will affect the disabilities community

Questions

- What does it mean to consider disability issues as political issues as well?
- How can disability issues intersect with other diversity issues?

Here are some of the most important voter issues for people with disabilities

Work and Benefits

Many people with disabilities are unable to fully financially support themselves and rely on benefits like Social Security, Medicare, and Medicaid. People with disabilities who need to work but still rely on benefits constantly worry about earning “too much” and losing benefits – this is often referred to as a “benefits cliff”. **People with disabilities can even still be legally paid below minimum wage:** a loophole allows employers that hold a 14(c) certificate to pay employees with disabilities less than the federal minimum wage (\$7.25/hour).



“The subminimum wage sends a message to the disability community that their work isn’t as valuable as the work done by able-bodied people.”

–Senator Tammy Duckworth of Illinois (D)

Long Term Care

Millions of elderly people and people with disabilities of all ages need some kind of help from others on a daily basis. Traditionally this has meant moving into some kind of facility – to remain independent, you have to fight. While this issue is enormously important for most Americans, it barely registers as a political issue for voters or politicians.

Accessibility

Anybody with a disability has at some point experienced a complication or difficulty in their personal or professional life due to inaccessibility. This could mean a physical barrier like a too-small restroom or a dangerous ramp, a written document, or even a website or app. While the ADA has done a lot to make communities more accessible, in recent years the only time it comes up in politics is when someone tries to weaken it and the disability community bands together to protect it.

Education

Even 30 years after the Individuals with Disabilities Education Act, parents of children with disabilities still battle teachers and administrators for accommodations. Teachers struggle in the classroom while administrators worry about I.D.E.A. and ADA compliance. This year, candidates have begun to address the issue by calling for full-funding of the I.D.E.A.

Safety

While safety has always been a concern for people with disabilities, this year it has moved into the spotlight with the COVID-19 Pandemic and the resurgence of police violence. There are no reliable national statistics for how many people with disabilities are killed by police each year, however Time magazine and other reputable sources, estimate that between one-third and one-half of people killed by police have disabilities.

A candidate bold enough to take on these issues is sure to catch the attention of voters with disabilities and their loved ones.

The 3 ways candidates can make the biggest difference in disability employment include:

1. Restructure benefits and healthcare to remove disincentives
2. Increase employer incentives
3. End subminimum wage



“Ensuring that people with disabilities have access to equal employment opportunities isn’t only about civil rights, it is a bipartisan issue. America’s success in the world depends on how well we inspire and put to use the talents and energies of every person in this country.”

–Governor Tom Ridge, Chairman NOD

Here are some of the concrete plans to address the injustices people with disabilities still face



The Raise the Wage Act (S. 150)

Sets forth a schedule of annual increases in the federal minimum wage for individuals with disabilities and eliminates special certificates for the payment of subminimum wages to such individuals.



The Disability Integration Act (S. 117)

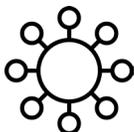
Prohibits government entities and insurance providers from denying community-based services to individuals with disabilities that require long-term service or support that would enable those individuals to live in the community and lead an independent life.



The Transformation to Competitive Employment Act (H.R. 873)

Grants states and other eligible entities assistance in transforming their business and program models to support individuals with disabilities and prohibits subminimum wages to disabled individuals and phases out existing subminimum wages over a six year period.

COVID-19 Relief



The fourth COVID relief measure, now under review in congress, should include assistance to states in funding Home and Community Based Services (HCBS) that enable people with disabilities to get a job, get to the job and stay at their job. This saves taxpayers money by turning tax consumers into taxpayers with jobs.

NATIONAL ORGANIZATION ON
DISABILITY



Corporate Leadership Council
Disability Employment Tracker
Disability Inclusion Executive Briefing
Disability Employment
Disability Hiring
Leading Disability Employer
NOD Event Sponsorship

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