



Women's Disability Leadership, Inclusion & Advocacy Series

Welcomes You to
ADDING THE 'D' TO DIVERSITY:
Enabling Foundations, Nonprofits and Partners to
Include People with Disabilities

Wednesday, March 13, 2019

www.RespectAbility.org

Thank you to the New York Women's Foundation and the Coca-Cola Foundation for their direct support for this effort.



And



Thank you to our generous hosts here
at the Guttman Office of AccessABILITY Services





Candace Cable
Policy Fellow



Tatiana Lee
Communications Fellow



Jennifer Laszlo
Mizrahi
President

Please note that any views expressed by today's speakers are solely in a personal capacity and are not intended to represent the views of their companies, organizations or RespectAbility; or to be taken as legal or medical counsel.

Self-Assessment

- When in growing up, did you have a friend, family member, neighbor, or schoolmate with a disability? What kinds of interactions did you have? Were you taught any social, cultural or family rules about interacting with them?
- Think of some fictional characters from movies, television, books who had a disability. How were they portrayed?
- Today at work, are there people with disabilities on your team? Are they given the same respect and responsibilities as others on your team?

1 in 5 Americans



1-in-5
**Americans have
a disability**

56.7 million Americans have a disability
*8.1 million difficulty seeing,
7.6 million difficulty hearing*

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Source: U.S. Census (<https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-134.html>)



51 percent of Americans report having a family member or close friend with a disability

- 52 percent of Democrats report that they or a loved one have a disability
- 44 percent of Republicans have a disability or a loved one with a disability
- Independents have the largest number of voters who say they have a disability or a loved one with a disability: 58 percent

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Source: September 2012 poll (<http://laszlostrategies.com/index.php/sub-press/press-releases/119-breaking-news>)

Not All Disabilities Are Visible



Temporary and
Permanent



Visible and Invisible



Born with it or
Acquired

**Anyone can join the disability
community at any point.**

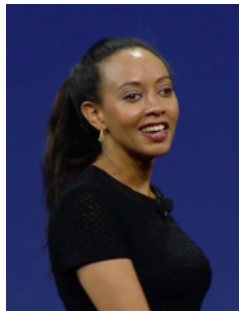
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Disability Impacts Everyone

Disability impacts people of all races, gender identities and orientations, faiths and backgrounds.

However, **youth with multiple marginalized identities** (i.e. person of color + disability) are most likely to enter the **school-to-prison pipeline, become homeless.**

People with disabilities are some of the **MOST** talented people



Haben Girma:
Deaf and Blind



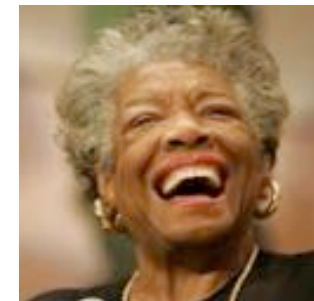
Harriet Tubman:
Seizures



Clarence Page:
ADHD



Simone Biles:
ADHD



Maya Angelou:
Selective Mutism



Whoopi Goldberg:
Dyslexia



Daymond John: **Dyslexia & Hearing Impaired**



Victor Pañeda,
Activist:
Spinal muscular atrophy

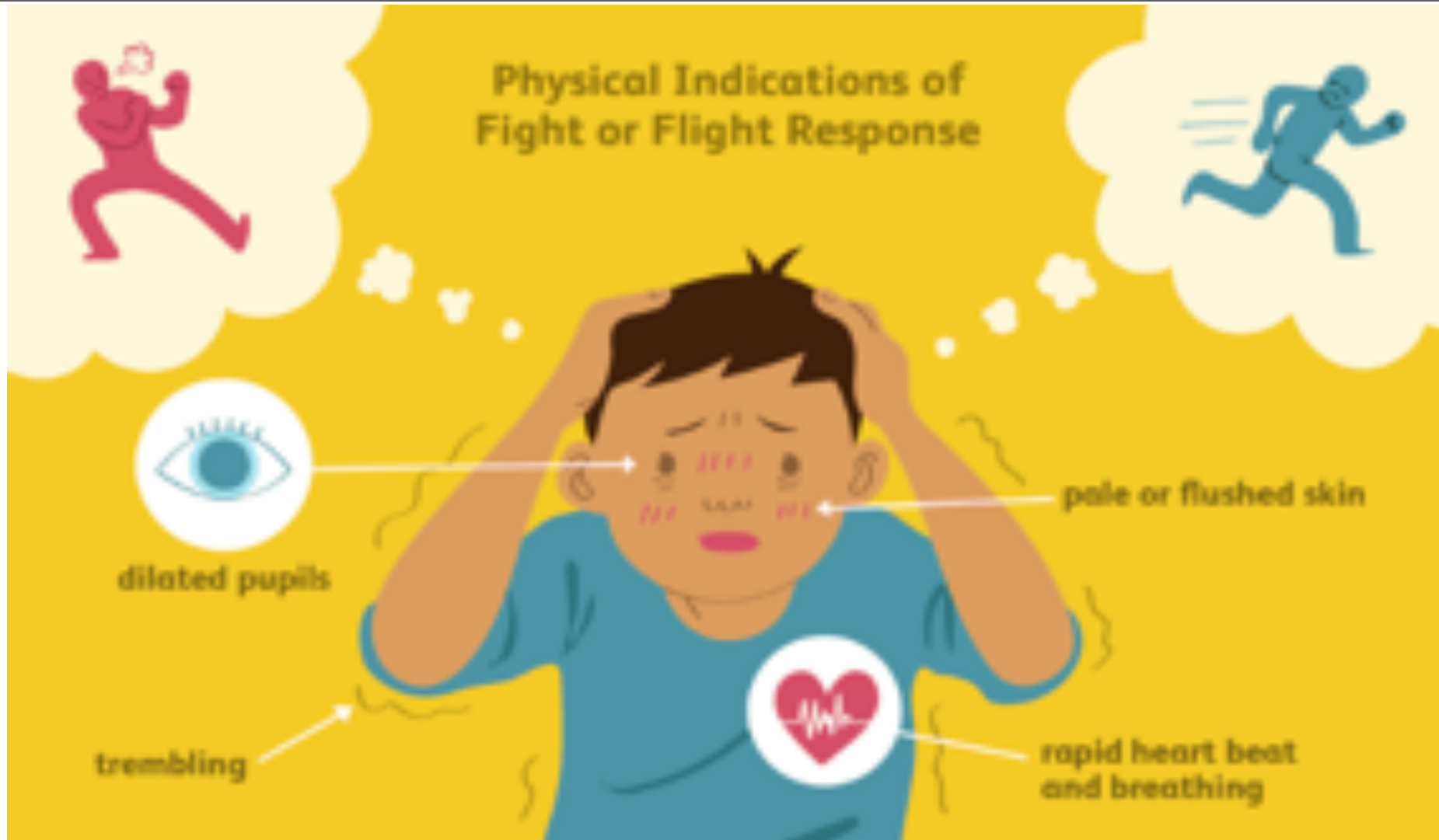


Harry Belafonte:
Dyslexia

How People React to Disability



What Happens: Fight or Flight



Candace Cable and Implicit Bias



You have to ramp the human mind before ramps will work



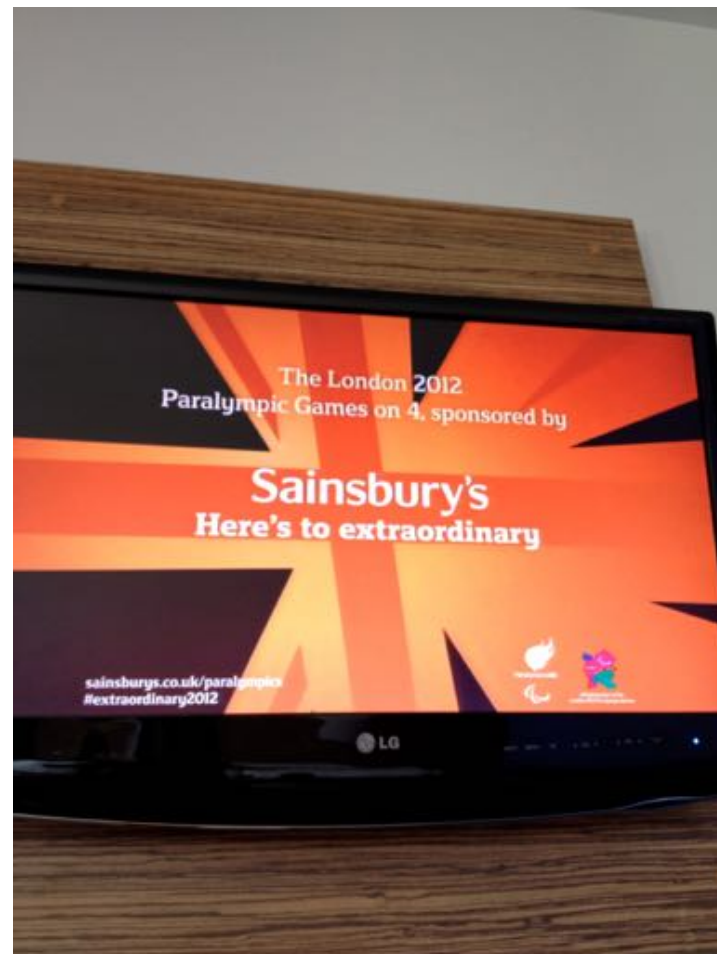
1980 Paralympic Games , 1st Gold Medal



Moscow said they didn't have any disabled people and wouldn't hold the Paralympic Games!

Hence, the Games were held in Holland

Experiential Education Can Undo Stigmas



3 Historical Models of Disability

Moral - disability is the result of sins or a curse.

Charity – disabled person needs to be cared for.

Medical - conditions or illnesses needing a cure and institutionalization because of disruptive

Persons with disabilities are viewed as **objects** of charity, medical treatment and social protection, as the “other”.
When rather they should be **subjects** with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society

Disability History - Prejudice



President Franklin Delano Roosevelt's physical disability was hidden from the public.

- 1900's: 29 states pass **compulsory sterilization laws** directed at people with genetic illnesses or conditions. US Supreme Court rules that forced sterilization of people with disabilities is not a violation of constitutional rights.
- “**Ugly Laws**” in some states prohibit persons “diseased, maimed, or deformed” from appearing in public. (San Francisco, 1867)
- **Eugenics Movement**

The Big 3: Aging, Disability & Death

As human beings, our “superpower” is denial

People with non-visible disabilities such as mental health conditions, learning disabilities, being hard of hearing often are “in the closet” about their disabilities.

What is Disability in Social Model?

*Disability results from an **interaction** between a non-inclusive society and individuals:*

Person using a wheelchair might have difficulties gaining employment not because of the wheelchair, but because there are environmental barriers such as inaccessible buses or staircases impede their access

Person with extreme near-sightedness who does not have access to corrective lenses may not be able to perform daily tasks. This same person with prescription eyeglasses would be able to perform all tasks without problems

Civil Rights Act outlaws discrimination based on race in public accommodations and employment. Becomes a model for subsequent disability rights legislation. (1964)

Independent Living Movement begins. (1970) First ILC established in Berkeley (1972)



Section 504 of the

Rehab Act signed (1977)

Air Carriers Act ACAA (1986)

Americans with Disabilities Act ADA (1990)

Not Access in the Back but Side by Side-Together





Tatiana Lee
May 28, 1993



**“People Will Stare,
Make It Worth Their While”**



respect
ability People with Disabilities On Screen

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The Good Doctor

2.4 % of scripted
television
characters have
disabilities in
2018-2019



*NCIS: New
Orleans*

Almost all
portrayals of
people with
disabilities are
white, despite the
fact that disability
impacts all.



A Quiet Place

Actors without
disabilities play
more than 95%
of all characters
with disabilities

Adding the Disability Lens...



**By adding the
disability lens to
your existing work,
the Foundation has
the opportunity to
create better
outcomes for
people with and
without disabilities
alike**

1. Commit publicly to inclusion of people with disabilities



The message that all people are of equal value and must be respected and heard fairly, must be communicated by President and Board

Pictured: Coffee with Tim Cook and Tatiana Lee

2. When PwDs aren't at the table, they are on the menu

When you add a disability lens to your philanthropy/nonprofit you will be more successful

Disability impacts people of all races, genders, and backgrounds. However, **youth with multiple minority status** (i.e. person of color /English language learners + disability face double discrimination) are most likely to enter the **school-to-prison pipeline, become homeless and/or live in poverty**. Be sure to look at intersectional issues.

Organizations are at their best when they welcome, respect, and include people of all backgrounds. This includes people with disabilities. Indeed, problems are best solved by working with people who have experienced them first hand and know solutions that work. Just like issues that impact people of different racial, ethnic or other backgrounds, people with disabilities should be involved in solving issues that impact them.

3. Foster an inclusive environment

- Use “person first” language when appropriate
- Have an accommodation policy
- Made a conscious decision and effort to seek out and include certain demographic groups whether that was gender, race, or sexual orientation
- [Webinar on Disability Etiquette](#)



What we say makes a difference



DON'T USE:

Wheelchair bound

Confined to a wheelchair

Wheelchair person

Wheelchair user/rider

4. Work with people with disabilities, not for them

[RespectAbility](#), Best Practices for Employers

[TAPAbility](#), which can source talent

[AskJan.org](#), which can problem solve inclusive employment questions for free

[Diverse Managers - Philanthropy's Next Hurdle](#)



5. Have an inclusion point person or committee

- Inclusion Statement and how to make requests for disability accommodations on your accessible website.
- HR Evaluation and program manager evaluation includes diversity as a performance metric.
- [Resource on Disability Inclusion](#)
- [Ford's Push for Disability Rights Should Be a Model for Philanthropy](#)



6. Include people with disabilities in your marketing



- Example: Photos on website should include individuals with visible disabilities
- [Toolkit](#) for Media Representation

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7. Ensure website and online resources are accessible



- Websites need to be set up for use by screen readers and people who need captions.
- Caption videos
- Make documents and presentations accessible
- [See RespectAbility's webinar on web accessibility](#)

8. Ensure accessibility of office and events



- [Physical Accessibility](#)
- [Event Checklist](#)

All of the following must be accessible:

- Invitation/notification of event
- Facilities
- Communication
- Staff/Volunteers

Accessibility: ADA Accessible Resource Guide

The Chicago Community Trust

<http://www.cct.org/wp-content/uploads/2015/08/2015ADAComplianceGuide.pdf>



9. Use vendors who are or hire people with disabilities



- Invest in social enterprises who hire people with and without disabilities
- [Social Enterprise: Creating Employment Opportunities for People with Disabilities](#)

10. Promote a disability lens among grantees/members

Ask Your Grantees/Members About:

- Meaningful and inclusive policies and/or programs
- Public commitments on website and materials
- Employing people with disabilities at all levels
- Inviting people to request accommodations



10. Promote a disability lens among grantees (cont.)

Ask Your Grantees/Members About

- Physical accessibility of office and programs
- Website accessibility
- Video captioning
- Internal and external educational efforts



Examples: The Ford Foundation Includes Disability

“The specific outcomes and goals [Ford Foundation] is working to achieve simply cannot be accomplished without addressing the needs, concerns, and priorities of people with disabilities.”

—Noorain Khan, Ford Foundation Program Officer

- ❖ The Ford Foundation has recently added the disability lens to their work
<http://bit.ly/2jOI3FL>
- ❖ Additionally, Ford’s CEO Darren Walker spoke extensively on why this impacts other funders as well: <http://bit.ly/2nr4moJ>
- ❖ Here is Darren Walker’s original letter: <http://bit.ly/2Bxy0Lk>
- ❖ This is the response of the co-authors of the Americans with Disabilities Act: <http://bit.ly/2AueSyx>
- ❖ Watch the Darren Walker-Sen. Tom Harkin interview on YouTube: <http://bit.ly/2zrgFpE>



Examples: MacArthur Foundation newly including disability

MacArthur Foundation



- ❖ The MacArthur Foundation has also recently added the disability lens to their work with their new 100 Million Dollar Grant
- ❖ See: <https://www.macfound.org/press/perspectives/nothing-about-us-without-us>
- ❖ And: https://www.macfound.org/media/files/Checklist_for_MacArthur_100Change_Semifinalists.pdf
- ❖ Plus: <https://www.macfound.org/programs/100change>



1

Commit publicly to inclusion of people with disabilities



2

Apply a disability lens to your work



3

Foster an inclusive environment

To Recap (Cont.)...



4

Work with people with disabilities, not for them.



5

Have an inclusion point person or committee



6

Include people with disabilities in your marketing

To Recap (Cont. 3)...



7

Ensure website and resources are accessible



8

Ensure accessibility of office and events



9

Use vendors who hire people with disabilities

To Recap (Cont. 4)...



10

Promote a disability lens among grantees

You
Can Do
It!!!

Resources/Contact Information

- ❖ StateData: The National Report on Employment Services and Outcomes, 2015 (data from 2014)
- ❖ 2015 Disability Status Report United States, Cornell University, 2015: www.disabilitystatistics.org
- ❖ Fedspending: www.fedspending.org
- ❖ Job Accommodation Network: <https://askjan.org/>
- ❖ State Vocational Rehabilitation Agency:
http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR
- ❖ “Why intersectionality can’t wait: https://www.washingtonpost.com/news/in-theory/wp/2015/09/24/why-intersectionality-cant-wait/?utm_term=.78c0611a8cb0
- ❖ Kimberlé Crenshaw Explains The Power Of Intersectional Feminism In 1 Minute:
https://www.huffingtonpost.com/entry/kimberle-crenshaw-intersectional-feminism_us_598de38de4b090964296a34d

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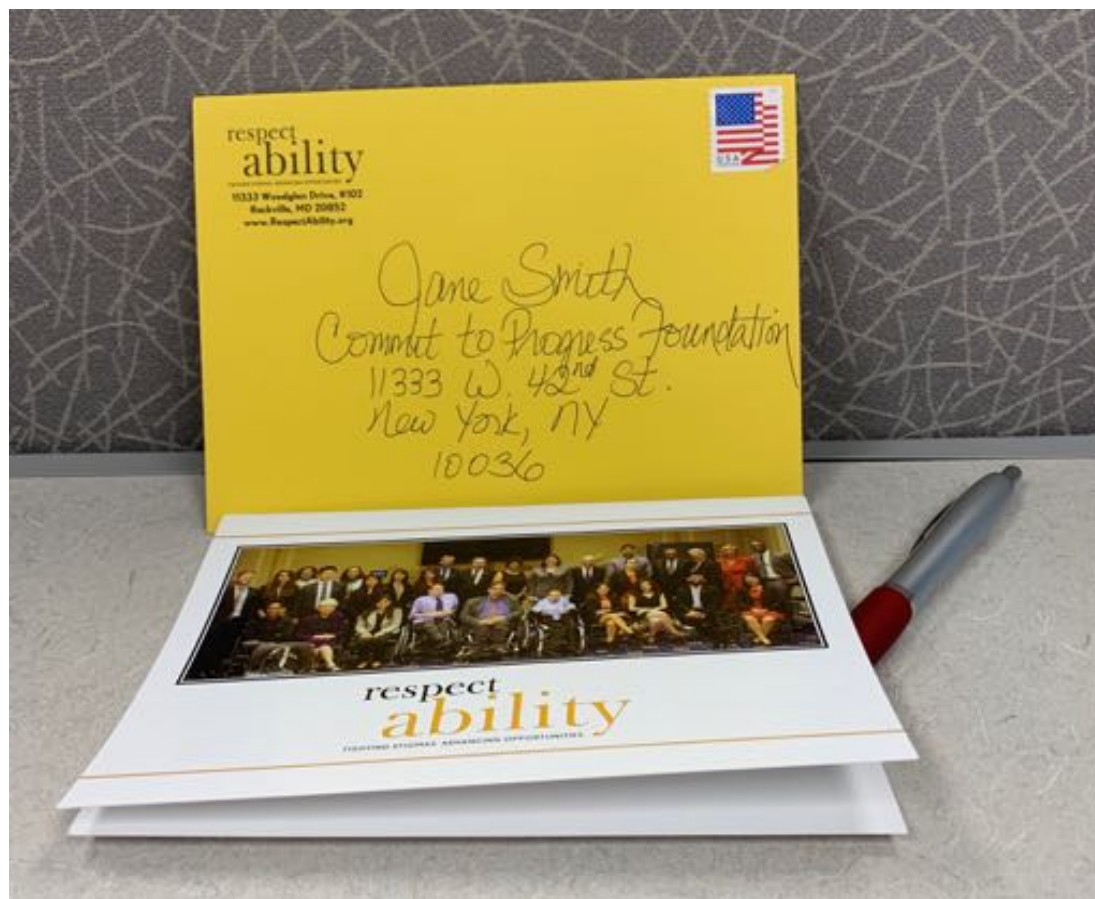
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<https://www.facebook.com/RespectAbility4All/>**



Taking Action! Commit to Progress



Thank you so much!

Once again ...

***Thank you to the New York Women's Foundation
and the Coca-Cola Foundation for its direct
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Appendix Slides

New York City Stats



Mayor Bill
de Blasio
(D)

1. [NYC Comptroller-2016-The State of the City's Economy and Finances](#)
2. [Census Bureau - 2015 American Community Survey](#)
3. [CID-NY ADA at 26 in New York City](#)

- ❖ NYC's Labor Force Participation Rate (LFPR) is 60.2%. ¹
- ❖ 70.4% of people without disabilities aged 18 to 64 in New York City are employed. ²
- ❖ **32.3% of NYC residents w/ disabilities (ages 18-64) have jobs.** ²
- ❖ There is a 38.1 point gap between the employment rates of PWDs and those without disabilities. **"The employment gap is greater in NYC than it is at the State or national level."** ³

NYC and PWDs Stats

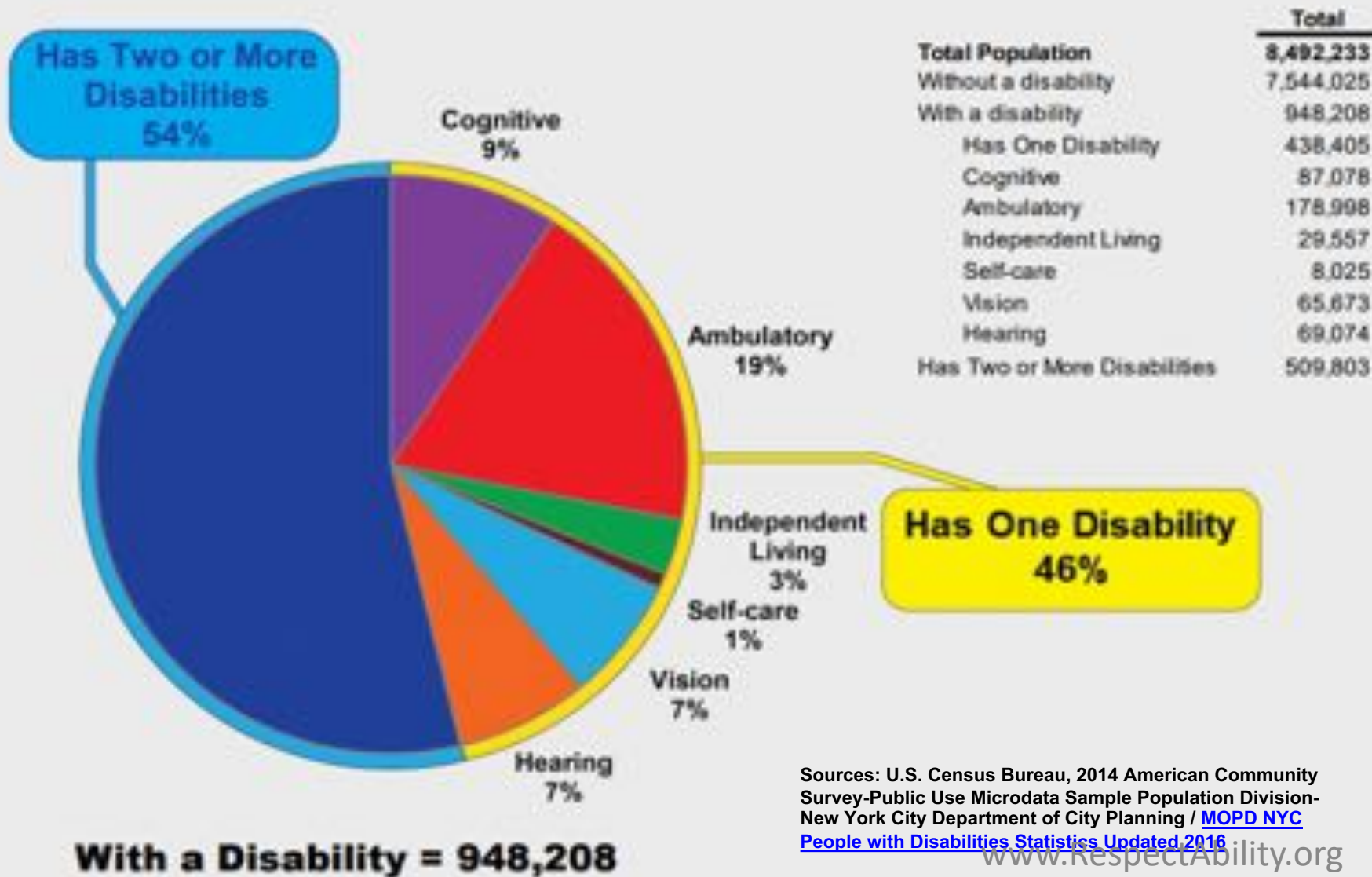


Mayor Bill
de Blasio
(D)

- ❖ New York ranks 37th in the country in terms of jobs for PWDs. ¹
- ❖ In total, there are 948,208 NYC residents with disabilities. ²
- ❖ Out of that number, there are 460,425 working age (18-64) people with disabilities living in New York City. ²
- ❖ 31% of all NYC residents with disabilities live in poverty.²
 - ❖ **39.3% (116,313) of Hispanics with disabilities in NYC live in poverty.**
 - ❖ 34.5% (84,066) of African Americans with disabilities in NYC live in poverty.
 - ❖ 28.9% (24,868) of Asians with disabilities in NYC live in poverty.

1. [Annual Disability Statistics Compendium](#)
2. [MOPD-NYC PWDs Statistics Updated 2016](#)

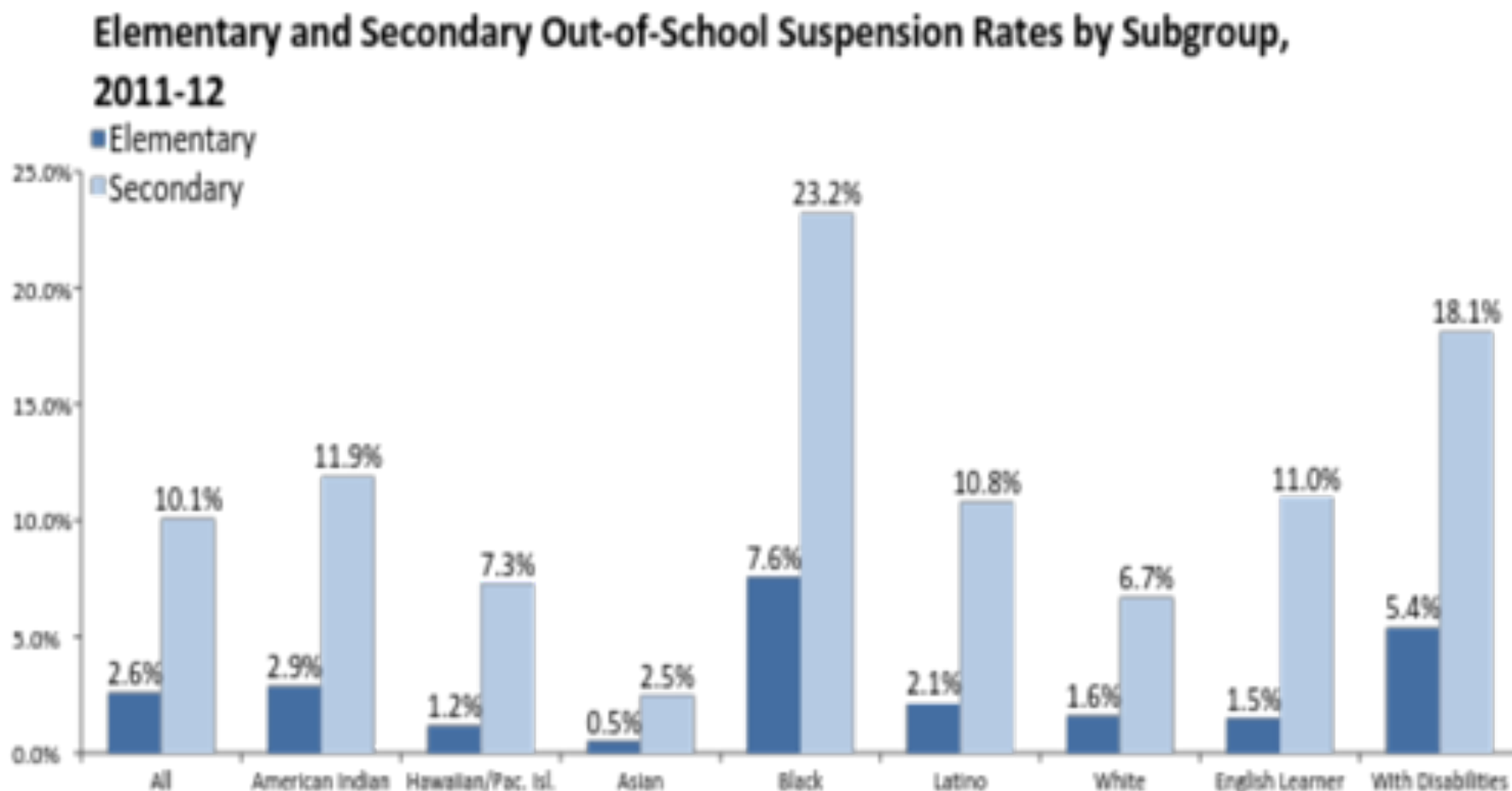
Population by Disability Type New York City, 2014



Intersectionality, Education and Disability Stats

- **Six million students with diagnosed disabilities are enrolled in America's public schools.**
- There are [1,107,606 African American/black students](#) with disabilities enrolled in America's public schools
- Likewise, there are [1,531,699 Latino students](#) with disabilities in our schools today.
- Children with disabilities and students of color are disproportionately suspended and expelled, which can be a contributing factor to the school-to-prison pipeline. Many student of color and/or ESL learners do not get a needed disability diagnosis or get the wrong one.
- Only 57 percent of black students with disabilities graduate high school compared to 76 percent of black students without disabilities.
- Only 59 percent of Latino students with disabilities graduate high school, compared to 79 percent of Latino students without a disability.

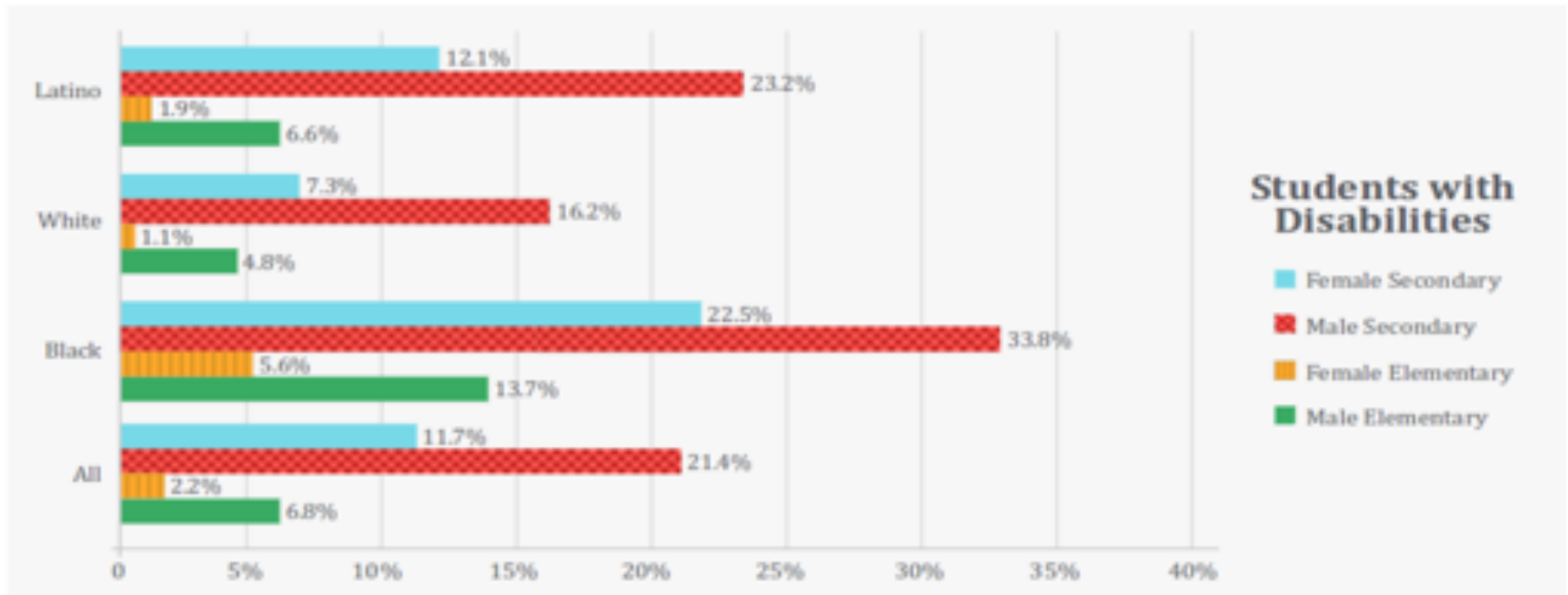
Youth with Disabilities and Out-of-School Suspension Rates



Marginalized Students with Disability & Suspension

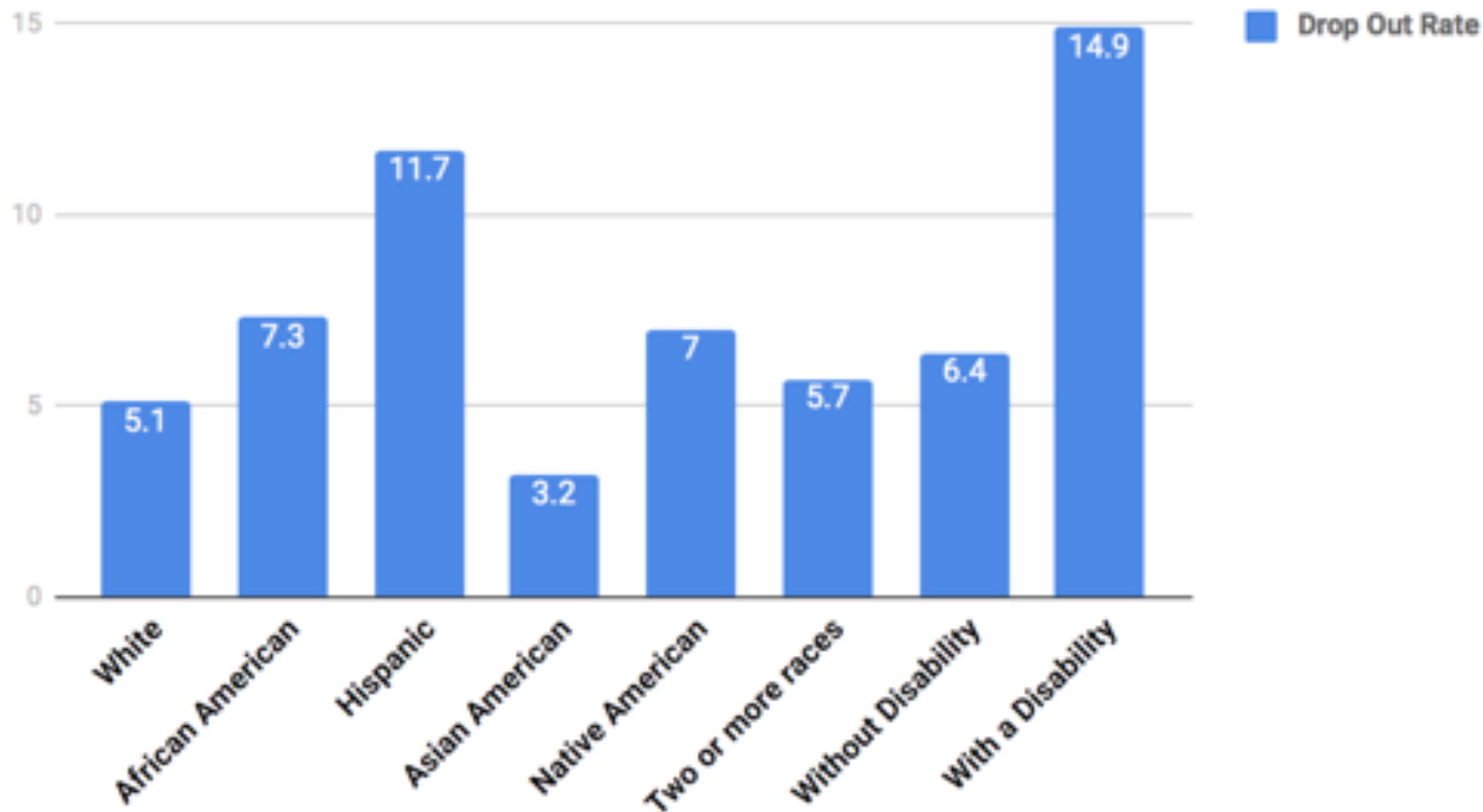
Minority youth with disabilities are suspended at the highest rates of all.

Figure 3. Suspension Rates of Students with Disabilities at Both Elementary and Secondary Levels, Further Disaggregated by Race/Ethnicity and Gender



Drop Out Rates Highest for Students with Disabilities

Dropout Rate by Student Group



People with Disabilities – Cycles of Violence

People with disabilities (PwDs) are twice as likely to be victims of crime than people without disabilities. In addition, they are more likely to be victims of police violence.

This does not even take into account people with other disabilities who were improperly handled by police, due to insufficient officer training. For example, police may think people with epilepsy, diabetes, cerebral palsy or disabilities resulting from a stroke are instead intoxicated or using drugs – and therefore subjected to unnecessary force by officers.

The Disability Penalty

In a [2017 study](#) done by Cornell, people with disabilities—including emotional, physical, cognitive or sensory disabilities – **were nearly 44 percent more likely to be arrested by age 28, while those without had a lower probability of arrest, at 30 percent.**

This “disability penalty” was strongest for African-American men.

Black men with disabilities in the study were at a particularly high risk of arrest: *55 percent had been arrested by age 28.* In contrast, nearly 40 percent of whites with disabilities in the study had been arrested by that age.

Source: [American Journal of Public Health \(AJPH\)](#) - The Cumulative Probability of Arrest by Age 28 Years in the US by Disability Status, Race/Ethnicity, and Gender

Disability and Police Shootings



**At least half of
the estimated
375 to 500 people
shot and killed by
police each year
in this country
have a disability.**

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Source: https://www.aclu.org/sites/default/files/field_document/13-1412_bsac_the_american_civil_liberties_union.pdf

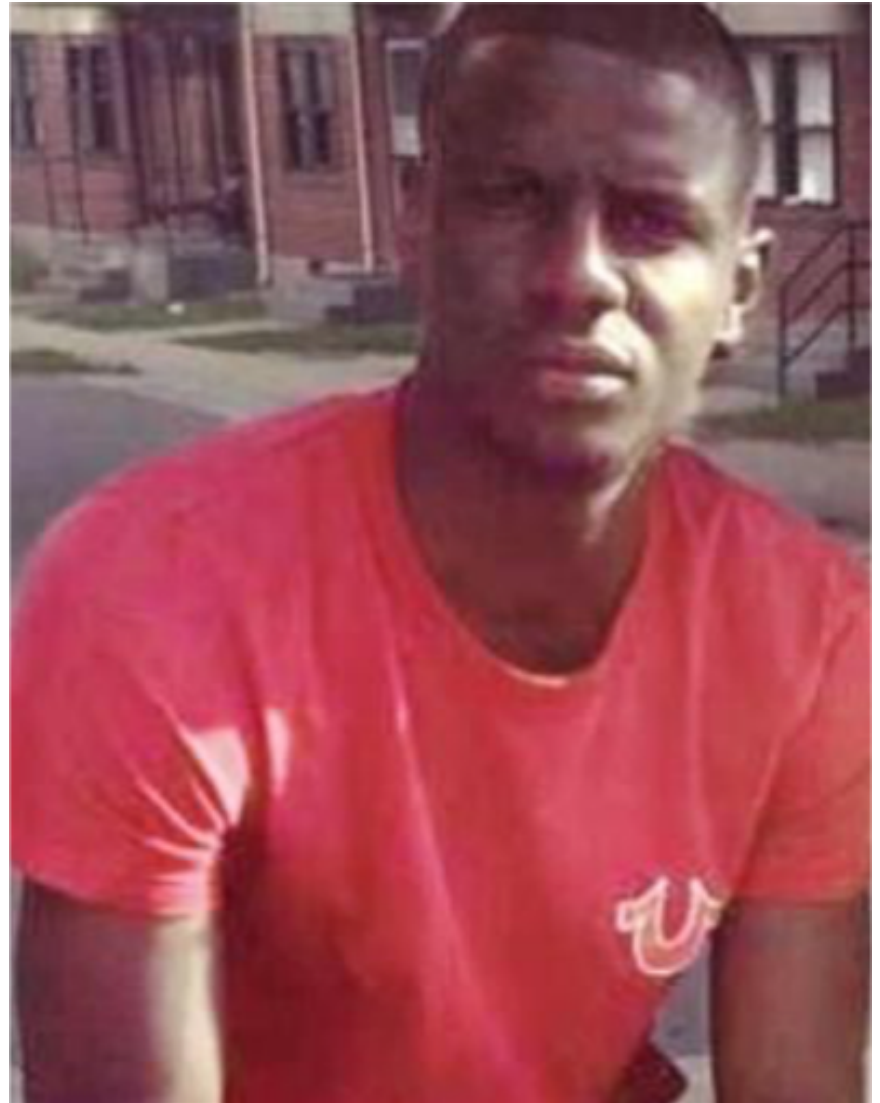
“Police killings: the price of being disabled and black in America”



“No one knows how many of the victims of police violence are disabled.” Quote from David M. Perry, Ph.D. in The Guardian, July 22nd 2017

Freddie Gray had an Invisible Disability


- Freddie Gray had unaddressed disability issues that helped set him up for failure. “Before Freddie Gray was injured in police custody...his life was defined by failures in the classroom, run-ins with the law and an inability to focus on anything for very long.”
- [Executive Functioning Disorder](#)



5 Connections – Disability & Criminal Justice Reform

1. **Education:** Each year, 300,000 people with disabilities leave high school, 40% without a diploma. Students with disabilities have much higher suspension rates.
2. **Preschool to Prison Pipeline:** 750,000 people behind bars have one or more disabilities.
3. **Unemployment:** 1 in 3 people with disabilities has a job.
4. **Poverty:** In 2016, people with disabilities live at a poverty rate of 26.8%, nearly twice that of people without disabilities.
5. **Double discrimination:** About 40% of African Americans with disabilities are in poverty compared to 22% of African Americans without disabilities.
6. **Risk:** People with disabilities, especially minorities, are among the most vulnerable when it comes to poverty, exploitation, victimization and violence.

95% are Coming Home

A close-up photograph of a person's hand gripping vertical metal prison bars. The hand is weathered and the grip is firm, symbolizing incarceration.

**95% of the prison population
will eventually be released
and each year 600,000
people leave incarceration.**

Within five years three
quarters of people who leave
incarceration will be re-arrested
and two-thirds will ultimately
return to incarceration.

Only 1 in 3...



Only **1-in-3**

**people with disabilities
has a job. Despite this,
70% of people with
disabilities are
striving for work.**

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respect

ability Successful Transitions are Needed

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300,000
young people
with disabilities

age into what should be
the workforce each year

**1.3 million young Americans
ages 16-20 with disabilities*

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Source: <http://disabilitystatistics.org/sources.cfm?n=3#acs>

People with Disabilities Need Jobs

- 34% of people with disabilities aged 18 to 64 are employed.
- 9,850,966 of people with disabilities aged 18 to 64 receive benefits.
- In 2012, US's total expenditure on SSDI benefits was \$127,941,612.



Employment Rates – People With and Without Disabilities

Employment

