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
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 have a disability

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

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

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

However, youth with multiple marinized 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

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What Happens: Fight or Flight

Physical Indications of Fight or Flight Response

- dilated pupils
- pale or flushed skin
- trembling
- rapid heart beat and breathing

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Candace Cable and Implicit Bias
You have to ramp the human mind before ramps will work.
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

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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.
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**

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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.

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

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
“People Will Stare, Make It Worth Their While”
People with Disabilities On Screen

*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

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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.

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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
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.

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

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What we say makes a difference

DON’T USE:
Wheelchair bound
Confined to a wheelchair
Wheelchair person
Wheelchair user/rider

www.RespectAbility.org
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

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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
  www.RespectAbility.org
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

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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


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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

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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
Ask Your Grantees/Members About

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

Examples: The Ford Foundation Includes Disability

❖ The Ford Foundation has recently added the disability lens to their work [http://bit.ly/2jOl3FL]
❖ 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]
The MacArthur Foundation has also recently added the disability lens to their work with their new 100 Million Dollar Grant.


And: [https://www.macfound.org/media/files/Checklist_for_MacArthur_100Change_Semifinalists.pdf](https://www.macfound.org/media/files/Checklist_for_MacArthur_100Change_Semifinalists.pdf)

Plus: [https://www.macfound.org/programs/100change](https://www.macfound.org/programs/100change)
Commit publicly to inclusion of people with disabilities

Apply a disability lens to your work

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)...

- Ensure website and resources are accessible
- Ensure accessibility of office and events
- Use vendors who hire people with disabilities
Promote a disability lens among grantees

You Can Do It!!!
Resources/Contact Information

- Fedspending: [www.fedspending.org](http://www.fedspending.org)
- Job Accommodation Network: [https://askjan.org/](https://askjan.org/)
- State Vocational Rehabilitation Agency: [http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR](http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR)
- Kimberlé Crenshaw Explains The Power Of Intersectional Feminism In 1 Minute: [https://www.huffingtonpost.com/entry/kimberle-crenshaw-intersectional-feminism_us_598de38de4b090964296a34d](https://www.huffingtonpost.com/entry/kimberle-crenshaw-intersectional-feminism_us_598de38de4b090964296a34d)

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Thank you so much!

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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

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 and PWDs Stats

❖ 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

Mayor Bill de Blasio (D)
Population by Disability Type
New York City, 2014

Has Two or More Disabilities: 54%
Has One Disability: 46%

Cognitive: 9%
Ambulatory: 19%
Independent Living: 3%
Self-care: 1%
Vision: 7%
Hearing: 7%

With a Disability = 948,208

Sources: U.S. Census Bureau, 2014 American Community Survey-Public Use Microdata Sample Population Division-New York City Department of City Planning / MOPD NYC People with Disabilities Statistics Updated 2016
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

Elementary and Secondary Out-of-School Suspension Rates by Subgroup, 2011-12

Source: The Civil Rights Project www.RespectAbility.org
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**

- White: 5.1
- African American: 7.3
- Hispanic: 11.7
- Asian American: 3.2
- Native American: 7.0
- Two or more races: 5.7
- Without Disability: 6.4
- With a Disability: 14.9

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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.
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

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

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


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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](http://www.RespectAbility.org)
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.

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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.

Source: Offender Reentry - Congressional Research Service 7-5700 - http://bit.ly/1smMrNt
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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Successful Transitions are Needed

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
● 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

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<tr>
<th>Ethnicity</th>
<th>With Disability</th>
<th>Without Disability</th>
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<tbody>
<tr>
<td>White</td>
<td>36.4</td>
<td>77.6</td>
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<tr>
<td>Black/African American</td>
<td>27.7</td>
<td>72</td>
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<td>Latino/Hispanic</td>
<td>37</td>
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<td>Asian American</td>
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