Building an Equitable Recovery - Solutions for Texans with Disabilities

https://www.respectability.org/
Disability Statistics in Texas (Pre-Pandemic)

- Total # of PWDs in State: 3,282,543
- Total # of working-age PWDs: 1,658,935
- # of working-age PWDs with Jobs: 695,898
- Employment Rate-working-age PWDs: 41.9%
- Employment Rate-working-age Non-PWDs: 77.5%
- Gap in Labor Force Participation Rates between PWDs and non-PWDs: 35.5%
- Poverty Rate of PWDs: 22.8%

**Source:** Annual Disability Statistics Compendium: 2020 Durham, NH: Univ. of New Hampshire, Institute on Disability
[https://disabilitycompendium.org/](https://disabilitycompendium.org/)
Recognizing Racial Disparities in Texas

- There are 735,617 working-age white Texans with disabilities. Out of that number, only 317,308 or 43.1% percent have jobs.
- Fully 13.9% percent of white Texans with disabilities live in poverty compared to 7.9% percent of Texans without disabilities.
- There are 271,739 working-age African Americans with disabilities. Out of that number, only 95,711 or 35.2% percent have jobs.
- Fully 29.1% percent of African Americans with disabilities live in poverty compared to 18.1% percent of African Americans without disabilities.

https://disabilitycompendium.org/compendium/2020-annual-disability-statistics-supplement
Recognizing Racial Disparities in Texas – 2

- There are 571,671 working-age Hispanic/Latinx people with disabilities. Out of that number, fully 246,550 or 43.1% percent have jobs.
- Fully 26% percent of Hispanic/Latinx people with disabilities live in poverty, compared to only 18.8% of Hispanic/Latinx people without disabilities.
- There are 37,018 working-age Asian Americans with disabilities. Out of that number, only 16,345 or 44.2% percent have jobs.
- Fully 15.8% percent of Asian Americans with disabilities live in poverty compared to 9.8% percent of Asian Americans without disabilities.

Employment Rates for Working-Age Texans w/ & w/o Disabilities, by Race – 2019 (Pre-COVID)

Poverty Rates for Working-Age Texans w/ & w/o Disabilities, by Race – 2019 (Pre-COVID)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Asian</th>
<th>Latinx</th>
</tr>
</thead>
<tbody>
<tr>
<td>PWDs</td>
<td>13.9%</td>
<td>29.1%</td>
<td>18.1%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Non-PWDs</td>
<td>7.9%</td>
<td>15.8%</td>
<td>9.8%</td>
<td>26%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disability</th>
<th>Number of SWDs with that Disability</th>
<th>Percentage of SWDs with that Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autism</td>
<td>74,581</td>
<td>13%</td>
</tr>
<tr>
<td>Deaf-blindness</td>
<td>199</td>
<td>0.0003%</td>
</tr>
<tr>
<td>Developmental delay</td>
<td>DATA INCOMPLETE</td>
<td></td>
</tr>
<tr>
<td>Emotional disturbance</td>
<td>36,065</td>
<td>6%</td>
</tr>
<tr>
<td>Hearing disabilities</td>
<td>6,603</td>
<td>1%</td>
</tr>
<tr>
<td>Intellectual disabilities</td>
<td>59,192</td>
<td>10%</td>
</tr>
<tr>
<td>Multiple disabilities</td>
<td>7,841</td>
<td>1.4%</td>
</tr>
<tr>
<td>Orthopedic Disability</td>
<td>2,861</td>
<td>0.5%</td>
</tr>
<tr>
<td>Other health conditions</td>
<td>80,570</td>
<td>14%</td>
</tr>
<tr>
<td>Specific learning disabilities</td>
<td>183,177</td>
<td>33%</td>
</tr>
<tr>
<td>Speech or language</td>
<td>97,810</td>
<td>17%</td>
</tr>
<tr>
<td>Traumatic brain injury (TBI)</td>
<td>1,129</td>
<td>0.2%</td>
</tr>
<tr>
<td>Visual disabilities</td>
<td>3,177</td>
<td>0.05%</td>
</tr>
</tbody>
</table>

In total, there are 553,205 students with disabilities in Texas’ Public School System today.

Employment Rates of Minority Populations (Percentage of population) – 2008 to 2018 – WIP

Unemployment Rates for PWDs in 2020

Source: https://www.stlouisfed.org/on-the-economy/2021/november/current-labor-market-workers-disability
As of October 2021, the labor force participation rate for working-age people with disabilities is now 2 full percentage points higher than it was before COVID-19.

This means that people with disabilities are engaging with the labor force in higher numbers than before the pandemic.
Rebound in the Employment-to-Pop Ratio for Vulnerable Groups during the Recovery

Source: https://www.stlouisfed.org/on-the-economy/2021/november/current-labor-market-workers-disability
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Would you like to know more? Resources!

- People with Disabilities At Work
- Finding a Job as a Person With a Disability in Los Toolkit
- “Born for Business” Disability Entrepreneurship Toolkit
- Job Search Websites & Job Training Resources
- Internships / Fellowships for College Students / Graduates with Disabilities
- State Level Employment Resources / Business Focused Disability Organizations
- Disability and Employment Data Sources / State Data and State Plan Comments
- General Resources for Employers / #RespectTheAbility Campaign
- Press Clips on the Benefits of Hiring People with Disabilities
- Race, Implicit Bias and Privilege
- Local, National and Historical Context / Equity and Philanthropy Resources
Equity and Access Webinar Series

- Disability 101
- Disability History
- How to Ensure Accessible Events
- How to Recruit, Accommodate and Promote People with Disabilities for Volunteer Leadership, Board Positions and Paid Employment
- How to Ensure A Welcoming Lexicon and Inclusive Storytelling
- How to Ensure Accessible Websites and Social Media
- Premium Skills Workshop in Social Media Accessibility
- How to Ensure Legal Rights and Compliance Obligations: Exploring the Rights of Employees and Participants, and the Obligations of Nonprofit Organizations Under the Law
Rebound in the Employment-to-Pop Ratio for Vulnerable Groups during the Recovery

Source: https://www.stlouisfed.org/on-the-economy/2021/november/current-labor-market-workers-disability
THANK YOU!

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