

National Disability Employment Awareness Month 2012



***A STRONG WORKFORCE IS AN
INCLUSIVE WORKFORCE:
WHAT CAN YOU DO?***

National Disability Employment Awareness Month



National Disability Employment Awareness Month (NDEAM) is a national campaign held annually in the month of October that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.

National Disability Employment Awareness Month



The U.S. Department of Labor's Office of Disability Employment Policy announced the theme for National Disability Employment Awareness Month: "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?"

The theme was designed to capture the vital role that expectations play in our successes as individuals as well as a society.

National Disability Employment Awareness Month



Employers who ensure that inclusive workplace policies and practices are woven into the fabric and culture of the organization create an environment that encourages all workers—including those of us with disabilities—to work to their full capacity and contribute fully to the organization's success.

— Kathy Martinez

Assistant Secretary of Labor for
Disability Employment Policy

National Disability Employment Awareness Month



People with disabilities are a diverse group, crossing lines of age, ethnicity, gender, race, sexual orientation, and socioeconomic status. This is also the only minority group that anyone can become a member of at any time.



National Disability Employment Awareness Month



President George H. W. Bush, in 1990, signed the Americans with Disabilities Act (ADA) into law.

The law guaranteed equal opportunity for people with disabilities in public accommodations, commercial facilities, employment, transportation, state and local government services, and telecommunications.



National Disability Employment Awareness Month



When many doubted that people with disabilities could participate in society, contribute to the economy, or support their families, the ADA asserted that they could.

Under this law, America became the first nation to declare equality for its citizens with disabilities, an accomplishment that continues to guide our country toward fulfilling its most essential promises not just for some, but for all.

National Disability Employment Awareness Month



The effort to educate the American public about disability and employment actually began in 1945 when Congress enacted Public Law 176, which declared the first week of October “National Employ the Physically Handicapped Week.”



Courtesy of the Truman Library

National Disability Employment Awareness Month



The word "physically" was removed in 1962 to acknowledge the employment needs and contributions of all individuals with disabilities.

Twenty-five years later, in 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month."

National Disability Employment Awareness Month



Where, after all, do universal human rights begin? In small places, close to home...every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world.

—Eleanor Roosevelt (1949)

National Disability Employment Awareness Month



The year 2012 marks the 22nd anniversary of the Americans with Disabilities Act.



National Disability Employment Awareness Month



Employment for people with disabilities is lower today than it was before the passage of the ADA.

As of June 2012, according to the Bureau of Labor Statistics, only 32 percent of working age people with disabilities—including injured veterans—were in the labor force, and only about 27.6 percent were actually working.

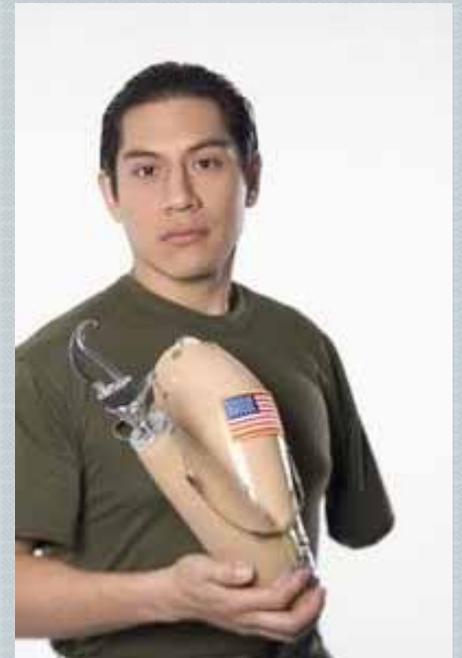


National Disability Employment Awareness Month



Each year, thousands of military personnel stationed around the world leave active duty and begin the search for new jobs.

About twenty-five percent of recent veterans reported having a service-connected disability, as compared to about thirteen percent of all veterans.



National Disability Employment Awareness Month



Common injuries incurred by these veterans include missing limbs, burns, spinal cord injuries, post traumatic stress disorder (PTSD), hearing loss, traumatic brain injuries, and other impairments.



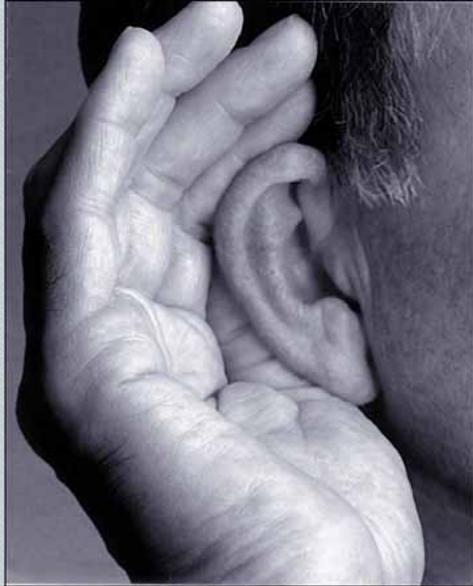
National Disability Employment Awareness Month



The U.S. Census Bureau reported that 54 million people have a disability, representing 19 percent of the population.

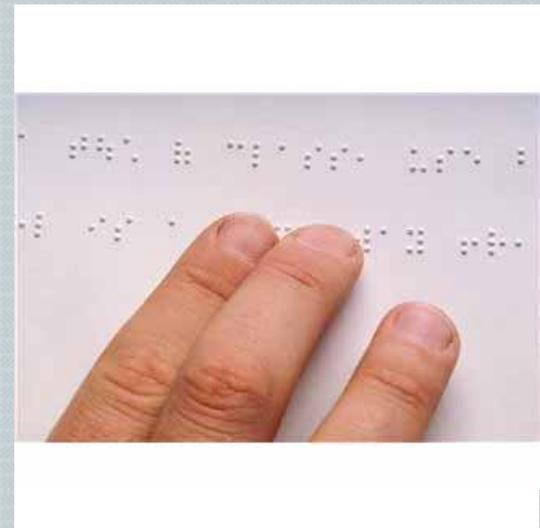
Disabilities effect 5 percent of children ages 5 to 17, 10 percent of people ages 18 to 64, and 38 percent of adults 65 and older.

National Disability Employment Awareness Month



The median monthly earnings for people aged 21 to 64 with difficulty hearing was \$2,252.

The corresponding figure for those with difficulty seeing was \$1,932.



National Disability Employment Awareness Month



According to the U.S. Census Bureau, the median monthly earnings for people aged 21 to 64 with a non-severe disability was \$2,250.

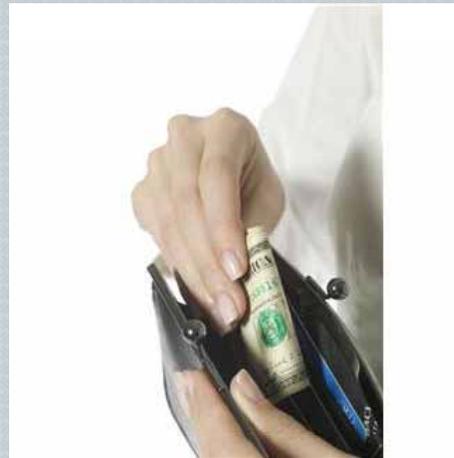


This compared with \$2,539 for those with no disability and \$1,458 for those with a severe disability.

National Disability Employment Awareness Month



The poverty rate for people 25 to 64 with a non-severe disability was 12 percent. This compared with 27 percent for those with a severe disability and 9 percent for those without a disability.



National Disability Employment Awareness Month



The U.S. Department of Justice provides information about the Americans with Disabilities Act (ADA) through a toll-free ADA information line.

This service permits businesses, state and local governments, or others to call and ask questions about general or specific ADA requirements.

National Disability Employment Awareness Month



ADA specialists are available Monday through Friday from 9:30 a.m. until 5:30 p.m. (EST), except on Thursday, when the hours are 12:30 p.m. until 5:30 p.m.

Spanish language service is also available.

National Disability Employment Awareness Month



For general ADA information, answers to specific technical questions, free ADA materials, or information about filing a complaint, call the number below:



800 - 514 - 0301 (voice)

800 - 514 - 0383 (TTY)

National Disability Employment Awareness Month



National Disability Employment Awareness Month raises awareness about disability employment issues and celebrates the many and wide-ranging contributions of people with disabilities.

Workplaces welcoming of the talents of all people, including those with disabilities, are a critical part of efforts to build an inclusive community and strong economy.

National Disability Employment Awareness Month



Utilizing the talents of all Americans is essential for our Nation to out-innovate, out-educate, and out-build the rest of the world. During National Disability Employment Awareness Month, we recognize the skills that people with disabilities bring to our workforce, and we rededicate ourselves to improving employment opportunities in both the public and private sectors for those living with disabilities.

—President Barack Obama



Works Cited



www.whitehouse.org

www.dav.org

www.disabilitymuseum.org

www.bls.gov

www.dol.gov

www.ada.gov

www.va.gov

www.eeoc.gov

**Prepared by the Defense Equal
Opportunity Management Institute
Patrick Air Force Base, Florida
October 2012**