



Disability and Accessibility

TERMS AND DEFINITIONS

INDEPENDANT LIVING MOVEMENT
ADVOCACY AND SERVICES FOR PEOPLE WITH DISABILITIES TO LIVE INDEPENDENT & AUTONOMOUS LIVES ENTITLED TO THE SAME RIGHTS, CHOICES & CONTROL AS THOSE WHO ARE NON-DISABLED.

ACCOMMODATION
CHANGES TO AN ENVIRONMENT, FORMAT, OR TOOL TO ENABLE SOMEONE WITH A DISABILITY TO GAIN ACCESS AND COMPLETE TASKS IN THE WORKPLACE.

ACCESSIBILITY
DESIGN OF PRODUCTS, DEVICES, TOOLS, SERVICES, VEHICLES, ENVIRONMENTS, ETC TO BE USABLE BY THOSE WITH DISABILITIES SO THERE IS NO ACCESS BARREIR; INCLUDES ACCESSIBLE/UNIVERSAL DESIGN; SOMETIMES HAS REQUIRED LAWS TO MANDATE (E.G., 1964 URBAN MASS TRANSPORTATION ACT & 1965 VOTING RIGHTS ACT) BUT PRIOR TO THE 1990 ADA RELATED LAWS WERE LESS IMPACTFUL.

ABLEISM
INTENDED OR UNINTENDED PREJUDICE THAT PRIVILEGES THOSE WITHOUT DISABILITIES & VIEWS THOSE WITH DISABILITIES AS 'LESS THAN' OR NOT 'NORMAL' OR THAT NEED TO BE 'FIXED'.

DISABILITY
A PERSON WITH A PHYSICAL OR MENTAL IMPAIRMENT LIMITING ONE OR MORE MAJOR LIFE ACTIVITIES IN A SUBSTANTIAL WAY.

VALUES

OPEN-MINDEDNESS

CIVIL RIGHTS

"NOTHING WITH US, WITHOUT US"

VISIBILITY

ACCEPTANCE

TIMELINE

1817
'AMERICAN SCHOOL FOR THE DEAF' FOUNDED IN HARTFORD, CT

1914 - 1945
NUMEROUS LAWS ENACTED BY THE GOVERNMENT TO INTEGRATE DISABLED VETERANS INTO DAILY LIFE AFTER TWO MAJOR WORLD WARS

1968
THE FIRST INTERNATIONAL SPECIAL OLYMPIC GAMES HELD IN CHICAGO, IL

1977
PROTESTS ERUPTED AROUND THE COUNTRY, INCLUDING A MONTH-LONG SIT-IN, TO GET THE GOV'T TO ENFORCE SECTION 504 OF THE REHABILITATION ACT OF 1973 (AKA 504); THIS LAW RECOGNIZED DISABILITY AS A CIVIL RIGHTS CATEGORY

2024
DIGITAL ACCESSIBILITY REQUIREMENTS FOR WEB CONTENT & MOBILE APP ACCESSIBILITY UPDATE ADDED TO THE 1990 AMERICANS WITH DISABILITIES ACT (AKA ADA)

PEOPLE

HARRIET TUBMAN

JUDY HEUMANN

EMILY LADAU

FRIDA KAHLO

CHARLES XAVIER

STATISTICS

40%
OF PUBLIC SCHOOLS HAD A SPECIAL EDUCATION TEACHING VACANCY DURING THE 20-21 SCHOOL YEAR REPORTED AS DIFFICULT OR IMPOSSIBLE TO FILL.

1.6 X'S REVENUE
2.6 X'S NET INCOME
2 X'S ECONOMIC PROFIT
RESULTS FOR COMPANIES THAT LEAD ON KEY DISABILITY INCLUSION CRITERIA

IN STATES WHERE THE UNEMPLOYMENT RATE WAS REDUCED QUICKLY:
51.8%
OF THE NEW JOBS WERE FOR PEOPLE W/ DISABILITIES WERE REMOTE, COMPARED TO
30.5%
OF THE NEW JOBS WERE FOR PEOPLE W/OUT DISABILITIES.

1 IN 4
U.S. ADULTS (61 M) HAS A DISABILITY THAT IMPACTS MAJOR ACTIVITIES IN THEIR LIVES.

65%
OF INDIVIDUALS LIVING IN POVERTY FOR AT LEAST 3 YEARS HAD A DISABILITY.

TAKE ACTION

USE LANGUAGE APPROPRIATE TO THE INDIVIDUAL'S PREFERENCE. NOT SURE? ASK.

SHARE THIS INFOGRAPHIC

DON'T ENGAGE IN TRIANGULAR CONVERSATIONS. THIS IS WHEN A PERSON WHO IS CO-PRESENT WITH A DISABLED PERSON AND SOMEONE ELSE, SPEAKS TO THE DISABLED PERSON THROUGH THE NONDISABLED PERSON AS IF THEY ARE NOT PRESENT.

ADMIT YOUR MISTAKES. IN A CONVERSATION ADJUST YOUR LANGUAGE AND BEHAVIOR AS NEEDED TO TREAT ALL PEOPLE THE SAME. AFTER ALL, LAWS DON'T CHANGE ATTITUDES, PEOPLE DO.

FIND THE OPPORTUNITY TO TELL SOMEONE "WE ARE ALL TEMPORARILY ABLED." WE CAN BECOME DISABLED AT ANY TIME.

